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ABSTRACT

This report provides information on selected characteristics of certified public school employees between 1980-81 and 1990-91. Information on certified personnel in 1989-90 was not available. Certified employees are grouped into function areas such as teachers, principals, guidance counselors, etc., based on each person's primary work assignment. Information is provided on personnel characteristics such as average age and experience, racial and sexual composition, and college degree levels. The information gives a historical picture of staffing patterns and significant trends. Data were obtained from reports completed by teachers and school districts, with much of the data derived from Student Activity Reports beginning with the 1989-90 school year. The report is divided into the following sections: (1) teachers; (2) principals; (3) assistant principals; (4) central office administrators and subject area and support area specialists; (5) librarians; (6) guidance counselors; and (7) other certified personnel. In all, 77 tables present personnel characteristics. (SLD)

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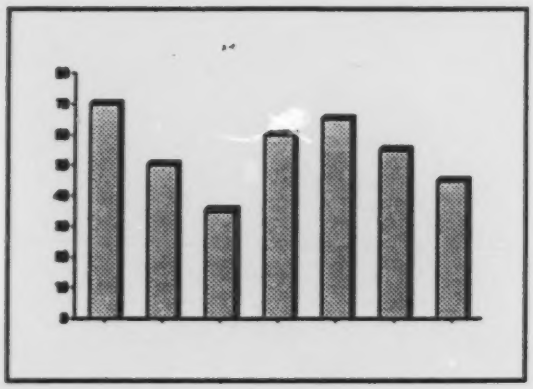
PERSONNEL PROFILE

CHARACTERISTICS OF CERTIFIED PUBLIC SCHOOL EMPLOYEES 1980-1981 THROUGH 1990-1991



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APRIL 1992

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INTRODUCTION

This report provides information on selected characteristics of certified public school employees between 1980-81 and 1990-91. Information on certified personnel in 1989-90 is missing from this report because the data for computing these statistics were not available for this year.

Certified employees are grouped into functional areas such as teachers, principals, guidance counselors, etc., based on each person's primary work assignment. Information on personnel characteristics such as average age and experience levels, racial and sexual composition, and college degree levels is provided. This report provides a historical view of staffing patterns and an indication of significant trends. Besides reporting the yearly status of current employees by functional area, information is also reported on personnel who left or entered employment. Information concerning the distribution of employees by experience level is reported for each category of certified personnel.

It should be noted that information in this document about the number of personnel leaving and new staff members refers only to persons who are new or have left public school employment. In this report, certified employees who change jobs or transfer to another school system are not considered new employees or personnel who have left public school employment.

The data in this report were obtained from Student Activity Reports (SAR), Professional Personnel Activity Reports (PPAR), and the Teacher Certification File. Professional Personnel Activity Reports are filed yearly during late September and early October by some school employees. Superintendents, associate superintendents and assistant superintendents do not file PPARs or SARs. Because PPARs are only collected once during each year, they provide a picture of what the certified staff looks like then. Data from Student Activity Reports are collected several times during the school year and are converted to a format compatible with that of the PPAR. Both the PPAR and SAR provide information on what certified school employees do and the time they spend on various assignments.

In this report, certified persons are classified according to their primary area of assignment. For example, persons spending 75 percent of their time as teachers and 25 percent of their time as librarians are classified as teachers. It also should be noted that the term "years of experience" refers to the total experience credit a person has accumulated, not the number of years of experience a person has in a particular assignment area.

Beginning with the 1989-90 school year, much of the data used in this report was obtained from the Student Activity Reports. This data is somewhat different from the PPAR data used in the past to develop this report. As a result, some information related to personnel characteristics for 1989-90 and beyond may be somewhat different than that for earlier years.

TEACHERS

TEACHERS

Characteristics of Teachers

The average age of teachers rose steadily since 1980-81, increasing from 38.6 to 41.4 in 1990-91. During the same period, the average years of experience increased from 12.2 to 13.5. The racial mix of the teaching staff shows a significant trend. The percentage of blacks in the teaching staff dropped from 20.8 percent in 1980-81 to 16.2 percent in 1990-91. Black females dropped from 16.7 percent in 1980-81 to 13.3 percent in 1990-91 and black males declined from 4.1 to 2.9 percent of the teaching staff during the same period. White males remained about the same percent of the teaching staff during this period. The percentage of indians in the teaching staff has remained fairly constant at about 0.9 percent. The only category showing an increase is white females. Between 1980-81 and 1990-91, their percentage of the total teaching staff increased from 61.8 percent to 66.2 percent. In 1980-81, males made up 20.6 percent of the teaching staff and females made up 79.4 percent. By 1990-91, males made up 19.4 percent and females 80.6 percent of the teaching staff. The percentage of teachers holding a bachelors degree or less declined since 1980-81, while the percentage holding the masters degree, sixth-year certificate, or doctorate increased. In 1980-81, the highest degree held by 76.2 percent of the teaching staff was a bachelors degree or less and 23.8 percent held a masters, sixth-year, or doctorate degree. By 1990-91, the percent of teachers whose highest degree was a bachelors degree or less declined to 68.5 percent and teachers with advanced degrees had increased to 31.5 percent of the teaching staff.

Characteristics of Teachers Leaving the Profession

The average age of teachers leaving teaching is increasing. In 1979-80, the average age of a teacher leaving was 37.0. By 1988-89, it had increased to 40.5. The average years of experience of teachers leaving also increased from 10.8 in 1979-80 to 11.7 in 1988-89. Between 1979-80 and 1988-89, the percentage of black teachers leaving increased slightly from 15.2 to 15.6 percent. The percentage of indians leaving remained relatively constant at less than 1 percent. During the same period, the percentage of white teachers leaving decreased slightly from 83.8 to 83.5 percent of the teachers leaving. From 1979-80 to 1988-89 the percent of males leaving increased slightly from 18.3 to 18.8 percent and the percent of females leaving dropped from 81.7 percent to 81.2 percent.

Characteristics of Newly Employed Teachers

The average age of newly employed teachers increased from 31.6 in 1980-81 to 35.2 in 1990-91. During the same period, the average years of experience of newly employed teachers varied from year to year, with the experience level averaging about 4.9 years. The racial mix of newly employed teachers has changed. In 1980-81, 13.0 percent of the newly employed teachers were black and 86.0 percent were white. In 1990-91, 11.2 percent of newly employed teachers were black and 86.3 percent were white. The percent of newly hired indian teachers has remained relatively constant, ranging from 0.6 to 0.8 of one percent of the new teachers. The male-female mix of new teachers varies from year to year and does not show a clear trend. Over the ten-year period, males made up from 16.7 to 21.0 percent of the newly employed teachers, while females ranged from 79.0 to 83.3 percent.

AVERAGE AGE OF TEACHING STAFF BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	41.5	42.0	42.4	42.7	43.1	42.8	42.6	42.8	42.9	*	43.7
Black Females	41.4	41.9	42.2	42.5	42.8	42.5	42.4	42.6	42.7	*	43.5
White Males	37.5	38.2	38.7	39.1	39.5	39.8	40.1	40.5	40.7	*	41.3
White Females	37.5	38.1	38.6	39.0	39.3	39.3	39.7	39.9	40.1	*	40.9
Indian Males	43.1	42.0	42.0	42.6	43.0	43.3	43.3	41.9	42.3	*	43.2
Indian Females	38.3	38.9	39.3	39.9	40.2	40.1	40.3	40.3	40.6	*	41.7
Other Males	42.2	42.4	43.2	43.1	43.9	45.6	45.0	43.7	45.0	*	39.8
Other Females	39.2	38.9	40.1	40.7	40.7	41.3	41.7	39.8	38.1	*	38.2
Yearly Average	38.3	38.9	39.3	39.7	40.0	40.0	40.3	40.5	40.7	*	41.4

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF TEACHING STAFF BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	15.2	15.7	16.3	15.5	15.9	15.7	15.5	15.7	15.4	*	15.8
Black Females	15.7	16.2	16.5	15.7	16.0	16.1	16.3	16.3	16.2	*	16.5
White Males	11.6	12.3	12.8	12.2	12.6	12.8	13.1	13.3	13.3	*	13.8
White Females	11.1	11.7	12.2	11.5	11.7	11.8	12.1	12.2	12.2	*	12.7
Indian Males	17.0	16.6	16.4	15.7	15.7	16.5	16.7	15.5	15.3	*	14.9
Indian Females	13.1	13.4	14.0	13.1	13.4	13.5	13.6	13.5	13.7	*	14.0
Other Males	13.5	13.3	14.0	13.4	14.4	14.0	13.6	11.3	14.0	*	7.8
Other Females	11.0	10.9	13.0	11.7	11.5	12.0	12.0	10.3	7.3	*	6.6
Yearly Average	12.2	12.7	13.2	12.5	12.7	12.8	13.1	13.1	13.1	*	13.5

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF TEACHING STAFF

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	4.1%	3.9%	3.9%	3.7%	3.5%	3.5%	3.4%	3.2%	3.2%		2.9%
Females	16.7	16.6	16.6	16.5	16.0	15.5	15.2	14.7	14.1		13.3
Total Black	20.8	20.5	20.5	20.2	19.5	19.0	18.6	17.9	17.3		16.2
White											
Males	16.2	16.3	16.4	16.4	16.0	16.2	16.3	16.5	16.2		16.3
Females	61.8	62.0	61.9	62.2	63.3	63.6	63.9	64.6	65.4		66.2
Total White	78.0	78.3	78.3	78.6	79.3	79.8	80.2	81.1	81.6		82.5
Indian											
Males	.2	.2	.2	.2	.2	.2	.2	.2	.2		.1
Females	.7	.7	.7	.7	.7	.7	.7	.7	.7		.7
Total Indian	.9	.9	.9	.9	.9	.9	.9	.9	.9		.8
Other											
Males	.1	.1	.1	.1	.1	.1	.1	.0	.0		.1
Females	.2	.2	.2	.2	.2	.2	.2	.1	.2		.4
Total Other	.3	.3	.3	.3	.3	.3	.3	.1	.2		.5
Total											
Males	20.6	20.5	20.6	20.4	19.8	20.0	20.0	19.9	19.6		19.4
Females	79.4%	79.5%	79.4%	79.6%	80.2%	80.0%	80.0%	80.1%	80.4%		80.6%
Total Number	56808	55515	54754	54826	56040	57604	57935	59397	61295		63216

* Data unavailable for this year.

HIGHEST DEGREE HELD BY TEACHING STAFF

DEGREE	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Less Than Bachelors	1.9%	1.9%	1.9%	1.8%	1.8%	1.7%	1.7%	1.7%	1.6%	*	1.4%
Bachelors	74.3	72.6	72.2	71.4	70.9	69.9	69.2	68.1	67.7	*	67.1
Masters	23.4	24.9	25.4	26.0	26.5	27.5	28.2	29.1	29.6	*	30.4
Sixth Year	.3	.5	.4	.5	.6	.7	.8	.9	.9	*	.9
Doctorate	.1%	.1%	.1%	.2%	.2%	.2%	.2%	.2%	.2%	*	.2%

* Data unavailable for this year.

AVERAGE AGE OF TEACHERS LEAVING BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black Males	41.6	44.8	46.6	46.2	46.0	48.3	47.7	46.0	47.0	45.0	
Black Females	43.1	43.7	45.5	46.6	45.7	47.9	46.2	47.1	47.0	44.9	
White Males	36.6	37.4	39.1	40.3	38.8	41.0	41.0	42.1	42.0	42.1	
White Females	35.7	36.1	37.7	37.9	37.7	39.5	39.0	39.7	39.5	39.2	
Indian Males	39.3	54.6	45.2	45.7	51.0	48.0	47.9	52.0	43.8	45.4	
Indian Females	41.7	38.8	41.0	38.7	38.5	44.3	43.1	43.8	41.1	40.4	
Other Males	48.0	37.1	50.6	40.8	38.8	41.6	45.8	47.0	36.6	35.4	
Other Females	38.6	38.4	34.2	36.2	41.1	38.2	38.0	40.7	34.3	31.9	
Yearly Average	37.0	37.5	39.1	39.7	39.2	41.2	40.5	41.4	41.2	40.5	

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF TEACHERS LEAVING BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black Males	15.3	17.1	18.5	18.7	17.4	18.5	19.4	17.1	17.6	16.9	
Black Females	17.6	18.0	19.4	20.3	18.6	19.9	19.5	20.7	19.5	17.9	
White Males	9.6	10.4	11.7	12.8	10.7	12.3	11.9	13.1	12.8	12.8	
White Females	9.6	9.7	10.9	11.1	10.0	11.2	10.9	11.6	10.6	10.2	
Indian Males	14.1	23.9	19.5	20.3	25.0	16.9	20.7	20.6	18.2	17.7	
Indian Females	15.2	14.2	13.9	12.2	10.1	16.9	16.3	17.3	12.1	13.9	
Other Males	13.0	10.0	11.0	8.2	5.5	17.2	10.0	14.2	4.3	6.6	
Other Females	10.4	9.6	7.1	8.3	9.3	7.2	8.8	9.0	3.0	2.0	
Yearly Average	10.8	11.1	12.2	12.8	11.5	12.8	12.5	13.3	12.4	11.7	

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF TEACHING STAFF LEAVING

Leaving After	79/80	8081	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black											
Males	3.2%	3.4%	3.4%	3.5%	3.4%	3.4%	3.6%	3.6%	3.1%	3.6%	
Females	12.0	12.0	11.4	13.1	12.5	13.4	12.6	13.3	14.0	12.0	
Total Black	15.2	15.4	14.8	16.6	15.9	16.8	16.2	16.9	17.1	15.6	
White											
Males	14.8	14.7	14.5	14.8	18.2	15.4	15.0	16.0	17.0	15.1	
Females	69.0	68.8	69.8	67.7	64.8	66.4	67.4	66.0	65.1	68.4	
Total White	83.8	83.5	84.3	82.5	83.0	81.8	82.4	82.0	82.1	83.5	
Indian											
Males	.2	.2	.2	.2	.1	.3	.1	.3	.1	.1	
Females	.5	.5	.3	.4	.6	.5	.7	.6	.5	.4	
Total Indian	.7	.7	.5	.6	.7	.8	.8	.9	.6	.5	
Other											
Males	.1	.1	.1	.1	.1	.1	.1	.1	.1	.1	
Females	.2	.3	.3	.2	.3	.5	.5	.1	.1	.3	
Total Other	.3	.4	.4	.3	.4	.6	.6	.2	.2	.4	
Total											
Males	18.3	18.4	18.2	18.6	21.8	19.2	18.8	19.9	20.3	18.8	
Females	81.7%	81.6%	81.8%	81.4%	78.2%	80.8%	81.2%	80.1%	79.7%	81.2%	
Total Number	5407	5118	4406	4145	3743	3978	4040	4223	4341	6006	

* Data unavailable for this year.

AVERAGE AGE
OF NEWLY EMPLOYED TEACHERS
BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	32.5	34.5	34.7	36.7	35.8	34.5	35.2	35.5	35.8		36.5
Black Females	31.7	33.2	32.6	33.5	33.3	33.5	34.8	34.5	34.9		36.8
White Males	32.0	33.3	32.6	32.7	32.9	35.3	34.0	34.4	35.0		34.8
White Females	31.4	32.1	31.9	32.7	32.7	33.2	33.8	33.8	34.1		35.4
Indian Males	39.9	29.5	33.9	33.8	39.3	33.8	29.7	30.2	34.9		43.8
Indian Females	34.4	32.4	30.2	35.5	31.3	31.0	34.8	31.5	32.0		36.4
Other Males	50.7	37.9	35.0	31.4	36.3	46.8	34.3	53.5	38.1		36.1
Other Females	34.3	34.4	34.3	34.2	36.1	35.8	34.0	36.4	34.6		35.0
Yearly Average	31.6	32.5	32.2	32.9	32.9	33.7	33.9	34.0	34.3		35.2

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF NEWLY EMPLOYED TEACHERS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90*	90/91
Black Males	5.1	8.2	7.5	7.4	5.9	5.5	5.3	5.3	4.6		5.7
Black Females	5.8	7.1	6.4	5.6	5.0	4.8	5.6	5.1	5.4		6.7
White Males	5.2	6.2	5.4	5.0	4.7	6.2	5.3	5.0	5.1		5.1
White Females	4.7	5.6	5.1	4.4	4.1	4.4	4.7	4.4	4.5		5.2
Indian Males	15.0	6.7	6.5	5.0	9.4	9.3	1.7	.7	2.9		8.9
Indian Females	7.6	4.7	5.7	4.3	1.9	4.5	3.5	1.5	2.1		4.7
Other Males	10.3	8.0	5.2	2.8	7.2	10.9	2.6	0.0	10.5		4.0
Other Females	5.6	5.5	5.3	4.7	4.8	5.7	2.2	5.1	2.4		2.7
Yearly Average	5.0	5.9	5.3	4.7	4.3	4.8	4.9	4.6	4.6		5.3

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF NEWLY EMPLOYED TEACHERS

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	2.4%	2.4%	2.1%	2.7%	2.3%	3.0%	2.8%	2.1%	2.7%		2.3%
Females	10.6	9.7	9.9	11.2	7.9	9.2	9.4	8.8	8.8		8.9
Total Black	13.0	12.1	12.0	13.9	10.2	12.2	12.2	10.9	11.5		11.2
White											
Males	14.6	16.2	16.8	15.1	15.0	17.7	16.9	16.0	16.0		13.9
Females	71.4	70.4	70.1	70.0	73.6	68.8	69.9	72.0	71.0		72.4
Total White	86.0	86.6	86.9	85.1	88.6	86.5	86.8	88.0	87.0		86.3
Indian											
Males	.1	.1	.2	.1	.1	.1	.1	.2	.1		.1
Females	.5	.7	.6	.6	.6	.6	.5	.5	.5		.6
Total Indian	.6	.8	.8	.7	.7	.7	.6	.7	.6		.7
Other											
Males	.1	.1	.1	.1	.1	.2	.2	.0	.1		.4
Females	.3	.4	.2	.2	.4	.4	.2	.4	.8		1.4
Total Other	.4	.5	.3	.3	.5	.6	.4	.4	.9		1.8
Total											
Males	17.2	18.8	19.2	18.0	17.5	21.0	20.0	18.3	18.9		16.7
Females	82.8%	81.2%	80.8%	82.0%	82.5%	79.0%	80.0%	81.7%	81.1%		83.3%
Total Number	5125	4002	3769	4484	5278	5708	4758	5731	6959		6740

* Data unavailable for this year.

TEACHERS
1990-91

YEARS OF EXPERIENCE	WHITE NUMBER	WHITE PERCENT	BLACK NUMBER	BLACK PERCENT	OTHER NUMBER	OTHER PERCENT	SUBTOTAL BY EXPERIENCE
0	2307	86.18	283	10.57	87	3.25	2677
1	2317	87.27	255	9.60	83	3.13	2655
2	2321	86.73	303	11.32	52	1.94	2676
3	2022	86.48	274	11.72	42	1.80	2338
4	1726	86.04	246	12.26	34	1.69	2006
5	1808	85.04	285	13.41	33	1.55	2126
6	2022	86.93	271	11.65	33	1.42	2326
7	1900	85.55	299	13.46	22	0.99	2221
8	1650	86.21	238	12.43	26	1.36	1914
9	1577	87.08	215	11.87	19	1.05	1811
10	1829	84.60	308	14.25	25	1.16	2162
11	2096	85.87	322	13.19	23	0.94	2441
12	2084	84.51	355	14.40	27	1.09	2466
13	2078	82.66	411	16.35	25	0.99	2514
14	2140	81.37	468	17.79	22	0.84	2630
15	2147	83.70	392	15.28	26	1.01	2565
16	2147	81.70	454	17.28	27	1.03	2628
17	2141	84.99	352	13.97	26	1.03	2519
18	2017	84.89	341	14.35	18	0.76	2376
19	1798	82.29	365	16.70	22	1.01	2185
20	1738	84.78	295	14.39	17	0.83	2050
21	1613	85.80	252	13.40	15	0.80	1880
22	1369	83.07	263	15.96	16	0.97	1648
23	1174	79.22	291	19.64	17	1.15	1482
24	1042	76.62	301	22.13	17	1.25	1360
25	897	74.13	299	24.71	14	1.16	1210
26	832	74.62	264	23.68	19	1.70	1115
27	660	68.75	286	29.79	14	1.46	960
28	613	67.14	284	31.11	16	1.75	913
29	502	63.54	271	34.30	17	2.15	790
30	394	66.89	185	31.41	10	1.70	589
31	314	62.67	177	35.33	10	2.00	501
32	236	57.84	167	40.93	5	1.23	408
33	171	61.07	107	38.21	2	0.71	280
34	124	57.41	89	41.20	3	1.39	216
35	80	52.63	71	46.71	1	0.66	152
36	83	57.64	61	42.36	0	0.00	144
37	51	62.96	29	35.80	1	1.23	81
38	37	66.07	19	33.93	0	0.00	56
39	26	55.32	20	42.55	1	2.13	47
40	15	48.39	16	51.61	0	0.00	31
41	15	48.39	16	51.61	0	0.00	31
42	5	83.33	1	16.67	0	0.00	6
43	5	55.56	4	44.44	0	0.00	9
44	3	50.00	3	50.00	0	0.00	6
45	5	55.56	4	44.44	0	0.00	9
46	1	50.00	1	50.00	0	0.00	2
47	1	100.00	0	0.00	0	0.00	1
48	0	0.00	1	100.00	0	0.00	1
49	1	100.00	0	0.00	0	0.00	1
50	0	0.00	0	0.00	0	0.00	0
51	1	100.00	0	0.00	0	0.00	1
GRAND TOTAL	52135	82.47	10214	16.16	867	1.37	63216

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PRINCIPALS

PRINCIPALS

Characteristics of Principals

The average age of principals increased from 46.4 to 47.8 between 1980-81 and 1990-91. During the same period, the average experience increased from 21.7 to 22.6 years. Between 1980-81 and 1990-91 the racial composition of principals showed an increase of 1.1 percent in the percentage of black principals and a decrease of 1.2 percent in white principals. During the ten-year period, the percentage of indian principals remained relatively constant, averaging about 1.0 percent of the total. The sexual composition of persons in the principalship changed considerably between 1980-81 and 1990-91, with females increasing from 12.1 to 27.3 percent and males dropping from 87.9 to 72.2 percent. The highest degree held by principals has changed. In 1980-81, 30.7 percent of the principals held either the sixth-year certificate or the doctorate degree. By 1990-91, 46.6 percent of the principals held either a sixth-year certificate or a doctorate degree.

Characteristics of Principals Leaving the Principalship

Between 1979-80 and 1988-89, the average age of persons leaving the principalship rose from 50.8 to 51.5 while the average years of experience increased from 24.3 to 26.2. During the same period, the percentage of blacks leaving the principalship varied from year to year, averaging about 21.0 percent of the principals leaving. The percentage of white principals leaving varied from year to year, averaging about 79 percent of those leaving. The number of indians leaving the principalship during the ten-year period averaged less than 1.0 of the personnel leaving yearly. The percentage of male principals leaving decreased from 84.2 percent to 70.3 percent while the percentage of females leaving the principalship rose from 15.8 to 29.7 percent between 1979-80 and 1988-89.

Characteristics of Newly Employed Principals

The average age of newly employed principals varied between 44.1 and 46.4 between 1980-81 and 1990-91. During the same period, the average experience level of new principals showed year-to-year variation, averaging about 19 years. The racial and sexual composition of newly hired principals varied considerably from year to year. The percentage of new black principals ranged from a high of 29 percent in 1980-81 to a low of 10.6 percent in 1981-82, with the average between 1980-81 and 1990-91 being about 19.0 percent. During the same period, the percentage of newly employed white principals ranged from a high of 88.3 percent in 1981-82 to a low of 69.5 percent in 1980-81, with the average being about 80.0 percent. The sexual composition of newly employed principals changed significantly. In 1980-81, 75.4 percent of the newly employed principals were male and 24.6 percent were female. By 1990-91, the percent of males hired as new principals dropped to 63.0 percent and the percent of females increased to 37.0 percent, but there was considerable year-to-year variation.

AVERAGE AGE OF PRINCIPALS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	49.3	49.6	49.8	49.3	49.5	49.7	48.6	48.8	48.8	*	48.2
Black Females	48.0	48.0	47.5	46.8	48.3	48.2	48.1	47.6	47.7	*	47.0
White Males	45.7	46.1	46.4	46.6	46.8	47.0	46.9	47.1	47.4	*	48.1
White Females	46.0	46.2	45.6	45.7	46.3	46.4	45.7	46.3	46.6	*	47.0
Indian Males	44.1	44.0	43.4	43.6	43.3	44.2	44.4	44.8	44.9	*	47.7
Indian Females	41.7	42.7	43.7	47.9	41.0	42.0	44.2	44.5	44.3	*	50.0
Other Males	-	-	-	-	-	-	-	-	-	*	-
Other Females	-	-	-	-	-	-	-	-	-	*	-
Yearly Average	46.4	46.7	46.9	46.9	47.2	47.3	47.0	47.2	47.4	*	47.8

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF PRINCIPALS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	24.5	25.0	25.3	23.8	24.0	24.3	23.5	23.7	23.9	*	23.1
Black Females	23.7	24.0	23.5	21.9	23.0	22.9	23.0	22.5	22.7	*	22.0
White Males	21.2	21.7	22.0	21.4	21.6	21.9	22.2	22.4	22.7	*	23.2
White Females	20.4	20.2	19.8	19.0	19.7	20.1	19.7	20.3	20.4	*	20.9
Indian Males	18.6	19.4	19.5	18.7	18.7	19.6	19.7	20.8	20.4	*	23.4
Indian Females	17.0	18.0	19.0	23.5	16.3	17.3	20.0	18.2	19.0	*	24.3
Other Males	-	-	-	-	-	-	-	-	-	*	-
Other Females	-	-	-	-	-	-	-	-	-	*	-
Yearly Average	21.7	22.1	22.3	21.5	21.7	22.0	22.0	22.2	22.4	*	22.6

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF PRINCIPALS

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	16.1%	16.1%	15.3%	16.0%	15.8%	15.3%	15.3%	15.4%	14.3%		13.8%
Females	3.3	3.1	3.2	3.2	4.0	4.3	4.4	4.9	5.8		6.7
Total Black	19.4	19.2	18.5	19.2	19.8	19.6	19.7	20.3	20.1		20.5
White											
Males	70.9	69.4	69.2	67.0	64.7	63.6	63.0	62.0	60.6		58.2
Females	8.7	10.3	11.2	12.8	14.4	15.7	16.0	16.6	18.3		20.2
Total White	79.6	79.7	80.4	79.8	79.1	79.3	79.0	78.6	78.9		78.4
Indian											
Males	.9	1.0	1.0	.8	.9	.9	1.1	.9	.8		.8
Females	.1	.1	.1	.2	.2	.2	.2	.3	.2		.2
Total Indian	1.0	1.1	1.1	1.0	1.1	1.1	1.3	1.1	1.0		1.0
Other											
Males	-	-	-	-	-	-	-	-	-		-
Females	-	-	-	-	-	-	-	-	-		-
Total Other	-	-	-	-	-	-	-	-	-		-
Total											
Males	87.9	86.5	85.5	83.8	81.4	79.8	79.4	78.2	75.7		72.7
Females	12.1%	13.5%	14.5%	16.2%	18.6%	20.2%	20.6%	21.8%	24.3%		27.3%
Total Number	1919	1940	1923	1913	1941	1925	1932	1917	1905		1913

* Data unavailable for this year.

HIGHEST DEGREE HELD BY PRINCIPALS

DEGREE	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90 *	90/91
Less Than Bachelors	-	-	-	-	-	-	-	-	-		-
Bachelors	3.5	3.2	3.2	2.7	2.6	2.3	2.5	2.0	1.7		1.3
Masters	65.8	63.5	61.7	59.5	57.9	56.6	54.5	52.8	51.2		52.1
Sixth Year	27.1	29.2	30.8	33.5	34.3	35.4	37.3	39.4	41.5		37.3
Doctorate	3.6%	4.1%	4.3%	4.3%	5.2%	5.7%	5.8%	5.8%	5.6%		9.3%

* Data unavailable for this year.

AVERAGE AGE OF PRINCIPALS LEAVING BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black Males	58.3	55.6	54.3	55.9	55.3	53.8	57.5	54.5	54.5	55.0	
Black Females	44.3	50.8	48.0	46.9	54.3	54.0	52.8	48.9	47.6	50.9	
White Males	49.3	49.4	50.5	50.9	50.4	51.3	51.0	51.6	49.9	51.1	
White Females	49.6	54.4	49.3	51.5	51.3	49.8	48.9	47.4	46.8	51.1	
Indian Males	43.0	53.9	56.6	41.8	56.3	-	-	48.8	41.0	41.8	
Indian Females	-	-	-	-	58.6	-	-	-	-	-	
Other Males	-	-	-	-	-	-	-	-	-	-	
Other Females	-	-	-	-	-	-	-	-	-	-	
Yearly Average	50.8	50.8	51.2	51.4	51.4	51.5	52.0	51.1	50.3	51.5	

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF PRINCIPALS LEAVING BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black Males	30.1	28.8	28.8	30.7	28.5	27.2	32.3	29.3	27.4	30.2	
Black Females	19.0	26.2	23.8	22.2	31.0	27.6	29.4	26.5	20.6	26.6	
White Males	23.2	24.7	25.4	25.1	25.0	25.5	25.2	26.5	24.6	26.2	
White Females	22.8	28.1	22.2	25.5	22.8	19.5	22.3	20.8	19.6	24.1	
Indian Males	16.5	23.5	23.0	16.7	29.0	-	-	22.5	17.0	19.0	
Indian Females	-	-	-	-	36.0	-	-	-	-	-	
Other Males	-	-	-	-	-	-	-	-	-	-	
Other Females	-	-	-	-	-	-	-	-	-	-	
Yearly Average	24.3	25.6	25.7	25.8	25.6	25.0	26.3	25.8	24.3	26.2	

* Data unavailable for this year.

YEARLY RACIAL AND SEXUAL COMPOSITION OF PRINCIPALS LEAVING

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black											
Males	17.8%	12.9%	21.2%	16.4%	14.0%	15.1%	18.7%	13.4%	18.9%	12.0%	
Females	.7	6.4	3.8	5.0	1.5	3.4	4.1	4.0	2.7	8.0	
Total Black	18.5	19.3	25.0	21.4	15.5	28.5	22.8	17.4	21.6	20.0	
White											
Males	65.1	70.0	63.8	63.5	73.5	67.8	64.3	63.8	64.3	57.7	
Females	15.1	9.3	10.6	13.2	8.8	13.7	12.9	17.5	13.5	21.7	
Total White	80.2	79.3	74.4	76.7	82.3	81.5	77.2	81.3	77.8	79.4	
Indian											
Males	1.3	1.4	.6	1.9	1.5	-	-	1.3	.6	.6	
Females	-	-	-	-	.7	-	-	-	-	-	
Total Indian	1.3	1.4	.6	1.9	2.2	-	-	1.3	.6	-	
Other											
Males	-	-	-	-	-	-	-	-	-	-	
Females	-	-	-	-	-	-	-	-	-	-	
Total Other	-	-	-	-	-	-	-	-	-	-	
Total											
Males	84.2	84.3	85.6	81.8	89.0	82.9	83.0	78.5	83.8	70.3	
Females	15.8%	15.7%	14.4%	18.2%	11.0%	17.1%	17.0%	21.5%	16.2%	29.7%	
Total											
Number	152	140	160	159	136	146	171	149	185	175	

* Data unavailable for this year.

AVERAGE AGE
OF NEWLY EMPLOYED PRINCIPALS
BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	48.3	53.4	48.0	43.1	47.1	42.0	41.1	52.2	51.0	*	40.7
Black Females	41.7	43.8	47.0	44.3	51.4	38.2	49.0	43.7	50.5		49.8
White Males	43.6	45.8	43.9	44.3	43.9	44.3	43.5	44.7	44.4		48.3
White Females	42.2	46.4	44.0	46.0	46.7	45.3	41.9	42.1	46.6		46.4
Indian Males	50.0	35.0	-	-	45.9	-	31.8	-	-		-
Indian Females	-	-	-	-	31.6	-	-	41.4	-		-
Other Males	-	-	-	-	-	-	-	-	-		-
Other Females	-	-	-	-	-	-	-	-	-		-
Yearly Average	44.1	46.4	44.6	44.6	45.7	44.1	42.9	44.6	46.2		46.4

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF NEWLY EMPLOYED PRINCIPALS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	23.8	27.2	23.5	16.9	21.7	20.0	16.6	26.0	27.3	*	15.5
Black Females	17.1	20.0	23.6	18.2	25.1	14.5	24.2	16.5	23.8	*	23.0
White Males	19.2	20.3	19.7	18.8	17.5	17.4	19.6	18.5	19.3	*	21.3
White Females	17.9	20.1	15.9	18.1	18.5	19.4	14.7	16.4	19.9	*	20.2
Indian Males	19.0	13.0	-	-	19.5	-	8.0	-	-	*	-
Indian Females	-	-	-	-	9.0	-	-	7.0	-	*	-
Other Males	-	-	-	-	-	-	-	-	-	*	-
Other Females	-	-	-	-	-	-	-	-	-	*	-
Yearly Average	19.6	20.8	19.5	18.3	18.9	18.1	17.8	18.3	20.6	*	20.0

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF NEWLY EMPLOYED PRINCIPALS

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	17.4%	8.5%	9.7%	13.6%	12.2%	2.4%	11.1%	10.3%	7.5%		18.5%
Females	11.6	2.1	8.1	6.8	9.5	9.5	8.9	5.1	11.3		5.6
Total Black	29.0	10.6	17.8	20.4	21.7	11.9	20.0	15.4	18.8		24.1
White											
Males	56.5	67.0	59.7	52.5	44.6	42.9	44.5	56.4	54.8		44.4
Females	13.0	21.3	22.5	27.1	29.7	45.2	33.3	25.6	26.4		31.5
Total White	69.5	88.3	82.2	79.6	74.3	88.1	77.8	82.0	81.2		75.9
Indian											
Males	1.5	1.1	-	-	2.7	-	2.2	-	-		-
Females	-	-	-	-	1.3	-	-	2.6	-		-
Total Indian	1.5	1.1	-	-	4.0	-	-	2.6	-		-
Other											
Males	-	-	-	-	-	-	-	-	-		-
Females	-	-	-	-	-	-	-	-	-		-
Total Other	-	-	-	-	-	-	-	-	-		-
Total											
Males	75.4	76.6	69.4	66.1	59.5	45.3	57.8	66.7	62.3		63.0
Females	24.6%	23.4%	30.6%	33.9%	40.5%	54.7%	42.2%	33.3%	37.7%		37.0%
Total Number	69	94	62	59	74	42	45	39	53		54

* Data unavailable for this year.

PRINCIPALS
1990-91

YEARS OF EXPERIENCE	WHITE NUMBER	WHITE PERCENT	BLACK NUMBER	BLACK PERCENT	OTHER NUMBER	OTHER PERCENT	SUBTOTAL BY EXPERIENCE
0	2	100.00	0	0.00	0	0.00	2
1	1	100.00	0	0.00	0	0.00	1
2	1	100.00	0	0.00	0	0.00	1
3	0	0.00	0	0.00	0	0.00	0
4	0	0.00	1	100.00	0	0.00	1
5	0	0.00	0	0.00	0	0.00	0
6	3	75.00	1	25.00	0	0.00	4
7	3	50.00	3	50.00	0	0.00	6
8	8	88.89	1	11.11	0	0.00	9
9	6	75.00	2	25.00	0	0.00	8
10	7	50.00	7	50.00	0	0.00	14
11	12	66.67	6	33.33	0	0.00	18
12	21	58.33	14	38.89	1	2.78	36
13	39	79.59	9	18.37	1	2.04	49
14	37	68.52	16	29.63	1	1.85	54
15	48	77.42	13	20.97	1	1.61	62
16	66	81.48	14	17.28	1	1.23	81
17	72	73.47	25	25.51	1	1.02	98
18	83	86.46	13	13.54	0	0.00	96
19	75	84.27	14	15.73	0	0.00	89
20	87	79.09	21	19.09	2	1.82	110
21	103	87.29	13	11.02	2	1.69	118
22	102	90.27	11	9.73	0	0.00	113
23	80	80.00	18	18.00	2	2.00	100
24	76	78.35	21	21.65	0	0.00	97
25	84	75.68	27	24.32	0	0.00	111
26	66	75.00	22	25.00	0	0.00	88
27	81	84.38	14	14.58	1	1.04	96
28	50	69.44	19	26.39	3	4.17	72
29	53	77.94	13	19.12	2	2.94	68
30	67	82.72	14	17.28	0	0.00	81
31	45	76.27	13	22.03	1	1.69	59
32	31	75.61	10	24.39	0	0.00	41
33	28	63.64	16	36.36	0	0.00	44
34	20	80.00	4	16.00	1	4.00	25
35	13	61.90	7	33.33	1	4.76	21
36	8	88.89	1	11.11	0	0.00	9
37	7	77.78	1	11.11	1	11.11	9
38	8	72.73	3	27.27	0	0.00	11
39	4	100.00	0	0.00	0	0.00	4
40	0	0.00	3	100.00	0	0.00	3
41	0	0.00	1	100.00	0	0.00	1
42	1	100.00	0	0.00	0	0.00	1
43	0	0.00	1	100.00	0	0.00	1
44	0	0.00	0	0.00	0	0.00	0
45	0	0.00	0	0.00	0	0.00	0
46	0	0.00	0	0.00	0	0.00	0
47	0	0.00	0	0.00	0	0.00	0
48	0	0.00	1	100.00	0	0.00	1
49	0	0.00	0	0.00	0	0.00	0
50	0	0.00	0	0.00	0	0.00	0
51	0	0.00	0	0.00	0	0.00	0
GRAND TOTAL	1498	78.31	393	20.54	22	1.15	1913

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ASSISTANT PRINCIPALS

ASSISTANT PRINCIPALS

Characteristics of Assistant Principals

The average age of assistant principals increased from 42.2 in 1980-81 to 45.0 in 1990-91. During the same period, the average years of experience increased from 17.3 to 18.9. The racial and sexual composition of the assistant principal staff has changed. The percent of black assistant principals declined from 30.8 percent in 1980-81 to 28.2 percent in 1990-91. White assistant principals increased from 67.6 to 71.1 percent during the same period. Indian assistant principals ranged from .5 to 1.2 percent of the assistant principal staff during the ten-year period. The shift in the male-female composition of the assistant principal staff between 1980-81 and 1990-91 has been dramatic. In 1980-81, 82.3 percent of the assistant principals were male and 17.7 percent were female. By 1990-91, the percentage of male assistant principals had declined to 53.1 percent and the percentage of females in the assistant principalship had risen to 46.9 percent. The highest degree held by assistant principals has risen. In 1980-81, 76.8 percent of the assistant principals held a masters degree, sixth year certificate or doctorate. By 1990-91, 96.6 percent of the assistant principals held an advanced degree beyond the bachelors level.

Characteristics of Assistant Principals Leaving the Profession

The average age of persons leaving the assistant principalship varies from year to year and does not show a clear trend. The ten-year average age for persons leaving was approximately 46.9. The average experience level of persons leaving the assistant principalship varies from year to year, averaging about 19.8 years. The racial and sexual composition of persons leaving the assistant principalship shows some significant trends. The percentage of blacks leaving assistant principalship positions varies from year to year, averaging about 30 percent over the ten year period. Over the same ten year period, about 68 percent of the principals leaving were white and less than 2 percent were indians and others. There has been a significant shift in the male-female composition of persons leaving assistant principalships. In 1979-80, 81.3 percent of the people leaving the assistant principalship were male and 18.7 percent female. By 1988-89, 47.7 percent of the assistant principals leaving were male and 52.3 percent were female.

Characteristics of Newly Employed Assistant Principals

The average age of newly employed assistant principals increased from 40.5 in 1980-81 to 45.7 in 1990-91. The experience level of newly employed assistant principals rose from 15.3 years in 1980-81 to 17.9 years in 1990-91. The percent of newly employed blacks in assistant principal positions varies from year to year. Because of the small number of indian assistant principals, insufficient data exist to show any trends. In 1980-81, 31.3 percent of the newly employed assistant principals were black and 65.6 percent white. In 1990-91, 24.6 percent of the new assistant principals were black and 75.4 percent white. The male-female mix of newly employed assistant principals has changed. In 1980-81, 78.1 percent were male and 21.9 percent female. By 1990-91, the percentage of newly employed males declined to 39.1 percent and the percentage of new female assistant principals increased to 60.9 percent.

AVERAGE AGE OF ASSISTANT PRINCIPALS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90*	90/91
Black Males	45.0	45.2	45.3	45.5	45.7	46.0	45.2	45.6	45.7		46.8
Black Females	46.5	46.2	46.8	45.7	44.8	43.0	42.7	43.4	42.8		44.0
White Males	40.5	40.6	40.9	41.0	41.8	42.3	42.6	43.1	43.3		44.6
White Females	42.4	42.5	42.7	42.6	42.5	42.7	43.1	43.4	44.1		45.3
Indian Males	42.4	44.5	46.7	42.6	43.6	44.6	44.9	45.9	43.4		44.3
Indian Females	54.7	62.3	63.3	44.2	45.2	45.5	46.5	48.2	45.6		42.9
Other Males	49.4	49.4	58.9	58.7	64.0	65.0	51.5	56.5	68.0		-
Other Females	38.0	52.4	-	-	-	-	-	-	-		-
Yearly Average	42.2	42.5	42.7	42.7	43.1	43.2	43.2	43.6	43.9		45.0

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF ASSISTANT PRINCIPALS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	19.7	20.0	20.2	19.6	19.7	20.0	20.1	20.0	20.2	*	20.8
Black Females	21.9	21.4	21.9	19.6	19.3	17.2	17.0	17.6	17.4	*	18.3
White Males	16.0	16.2	16.6	15.9	16.6	16.9	17.3	17.7	17.9	*	18.9
White Females	16.5	16.7	17.2	15.8	15.9	16.0	16.3	16.7	17.3	*	18.4
Indian Males	16.8	19.0	20.6	16.0	16.9	17.7	17.3	18.6	17.0	*	19.0
Indian Females	25.0	35.0	36.0	25.0	19.3	20.3	21.3	22.3	18.8	*	18.2
Other Males	15.0	13.0	21.0	16.5	11.0	12.0	13.6	12.5	15.0	*	-
Other Females	17.0	22.0	-	-	-	-	-	-	-	*	-
Yearly Average	17.3	17.6	18.0	17.0	17.3	17.4	17.5	17.8	18.0	*	18.9

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF ASSISTANT PRINCIPALS

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	25.6%	25.6%	25.3%	22.1%	21.0%	19.3%	17.8%	15.8%	15.8%		14.1%
Females	5.2	5.7	5.4	6.7	7.7	9.5	10.8	11.6	12.2		14.1
Total Black	30.8	31.3	30.7	28.8	28.7	28.8	28.6	27.4	28.0		28.2
White											
Males	55.3	53.6	53.6	50.2	48.1	45.5	44.7	43.1	41.7		38.6
Females	12.3	13.7	14.4	20.0	22.4	24.7	25.8	28.9	29.6		32.5
Total White	67.6	67.3	68.0	70.2	70.5	70.2	70.5	72.0	71.3		71.1
Indian											
Males	1.1	.9	.8	.5	.5	.6	.4	.3	.3		.4
Females	.1	.2	.2	.3	.2	.3	.3	.2	.3		.3
Total Indian	1.2	1.1	1.0	.8	.7	.9	.7	.5	.6		.7
Other											
Males	.3	.2	.3	.2	.1	.1	.2	.1	.1		-
Females	.1	.1	-	-	-	-	-	-	-		-
Total Other	.4	.3	.3	.2	.1	.1	.2	.1	.1		-
Total											
Males	82.3	80.3	80.0	73.0	69.7	65.5	63.1	59.3	57.9		53.1
Females	17.7%	19.7%	20.0%	27.0%	30.3%	34.5%	36.9%	40.7%	42.1%		46.9%
Total Number	1025	1014	1023	1192	1271	1397	1464	1615	1758		1590

* Data unavailable for this year.

HIGHEST DEGREE HELD BY ASSISTANT PRINCIPALS

DEGREE	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Less Than Bachelors	-	-	-	-	-	.1	-	-	-		-
Bachelors	23.2	18.9	16.9	15.7	15.0	12.3	11.1	8.8	6.7		3.4
Masters	66.9	67.3	67.8	66.8	67.0	68.9	69.9	72.2	73.2		72.3
Sixth Year	8.5	11.8	13.0	15.1	15.9	16.5	17.0	17.3	18.2		21.3
Doctorate	1.4%	2.0%	2.3%	2.4%	2.1%	2.2%	2.0%	1.7%	1.9%		3.0%

* Data unavailable for this year.

AVERAGE AGE OF ASSISTANT PRINCIPALS LEAVING BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black Males	50.4	53.1	45.2	51.3	50.2	53.7	54.6	53.8	53.6	54.2	
Black Females	45.7	45.1	60.7	53.2	53.5	52.0	49.7	49.4	47.3	45.6	
White Males	42.3	44.6	41.5	45.1	40.2	43.9	43.0	44.8	47.2	50.0	
White Females	41.7	40.0	39.2	47.3	42.5	43.9	41.9	42.4	42.6	43.6	
Indian Males	60.8	33.7	-	49.2	-	-	35.5	56.0	56.4	-	
Indian Females	-	-	-	-	45.0	-	-	-	-	42.4	
Other Males	-	-	-	61.4	-	-	-	-	-	-	
Other Females	-	-	-	-	-	-	-	-	-	-	
Yearly Average	45.0	46.1	42.5	48.7	43.9	46.5	45.4	46.0	46.8	47.8	

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF ASSISTANT PRINCIPALS LEAVING BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black Males	23.2	26.4	19.2	23.9	24.3	26.4	26.0	28.8	26.7	25.1	
Black Females	20.6	22.0	33.0	27.4	28.2	27.3	26.2	25.4	20.6	20.0	
White Males	16.4	19.5	17.0	18.7	14.4	19.2	17.7	19.2	20.6	23.4	
White Females	13.7	13.1	13.4	23.3	15.3	17.7	16.3	14.3	15.7	16.0	
Indian Males	31.0	8.0	-	24.5	-	-	11.0	20.0	26.0	-	
Indian Females	-	-	-	-	20.0	-	-	-	-	8.0	
Other Males	-	-	-	30.0	-	-	-	-	-	-	
Other Females	-	-	-	-	-	-	-	-	-	-	
Yearly Average	18.6	20.4	17.3	22.6	17.9	20.7	19.5	19.8	20.0	21.2	

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF ASSISTANT PRINCIPALS LEAVING

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black											
Males	27.1%	25.8%	21.1%	27.7%	16.9%	22.2%	18.9%	14.8%	12.9%	18.9%	
Females	8.5	3.2	3.5	10.6	7.8	4.8	9.3	11.4	19.8	17.1	
Total Black	35.6	29.0	24.6	38.3	24.7	27.0	28.2	26.2	32.7	36.0	
White											
Males	52.5	56.5	56.1	31.9	35.0	39.7	43.4	39.8	37.6	28.8	
Females	10.2	12.9	19.3	23.4	39.0	33.3	26.4	33.0	28.7	34.2	
Total White	62.7	69.4	75.4	55.3	74.0	73.0	69.8	72.8	66.3	63.0	
Indian											
Males	1.7	1.6	-	4.3	-	-	2.0	1.0	1.0	-	
Females	-	-	-	-	1.3	-	-	-	-	1.0	
Total Indian	1.7	1.6	-	4.3	1.3	-	2.0	1.0	1.0	1.0	
Other											
Males	-	-	-	2.1	-	-	-	-	-	-	
Females	-	-	-	-	-	-	-	-	-	-	
Total Other	-	-	-	2.1	-	-	-	-	-	-	
Total											
Males	81.3	83.9	77.2	66.0	51.9	61.9	64.3	55.7	51.5	47.7	
Females	18.7%	16.1%	22.8%	34.0%	48.1%	38.1%	35.7%	44.3%	48.5%	52.3%	
Total Number	59	62	57	136	77	63	53	88	101	111	

* Data unavailable for this year.

AVERAGE AGE OF NEWLY EMPLOYED ASSISTANT PRINCIPALS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	88/89 *	90/91
Black Males	43.5	40.2	33.8	35.2	41.7	62.5	34.3	50.9	42.2		46.3
Black Females	49.3	38.0	48.7	30.1	43.5	44.2	39.8	36.7	45.1		42.7
White Males	39.2	40.7	38.1	37.0	37.7	44.0	40.8	41.6	43.6		48.4
White Females	35.5	40.8	40.0	40.4	39.2	40.4	42.5	41.0	40.5		44.9
Indian Males	35.5	-	-	-	-	-	-	-	-		-
Indian Females	-	-	-	-	-	-	-	-	-		-
Other Males	-	-	-	-	-	-	44.9	-	-		-
Other Females	-	-	-	-	-	-	-	-	-		-
Yearly Average	40.5	40.4	38.6	38.5	39.6	42.4	41.1	41.8	42.8		45.7

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF NEWLY EMPLOYED ASSISTANT PRINCIPALS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	17.1	14.1	8.3	8.3	15.2	38.0	9.0	19.0	15.5	*	20.0
Black Females	22.7	14.5	25.0	6.0	18.8	22.0	10.0	10.8	20.7	*	15.7
White Males	13.9	14.8	13.8	12.5	10.5	17.2	13.8	15.7	17.8	*	20.2
White Females	13.0	13.7	14.6	12.1	9.4	13.0	13.1	14.0	13.4	*	16.6
Indian Males	14.0	-	-	-	-	-	-	-	-	*	-
Indian Females	-	-	-	-	-	-	-	-	-	*	-
Other Males	-	-	-	-	-	-	10.0	-	-	*	-
Other Females	-	-	-	-	-	-	-	-	-	*	-
Yearly Average	15.3	14.3	13.9	11.7	12.0	15.5	12.8	14.7	16.6	*	17.9

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF NEWLY EMPLOYED ASSISTANT PRINCIPALS

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	21.9%	27.6%	11.1%	8.8%	14.3%	3.0%	5.7%	11.1%	16.7%		8.7%
Females	9.4	6.9	3.7	2.9	14.3	3.0	8.6	11.1	18.8		15.9
Total Black	31.3	34.5	14.8	11.7	28.6	6.0	14.3	22.2	35.5		24.6
White											
Males	53.1	37.9	51.9	35.3	42.8	33.4	45.7	31.1	35.4		30.4
Females	12.5	27.6	33.3	53.0	28.6	60.6	37.1	46.7	29.1		45.0
Total White	65.6	65.5	85.2	88.3	71.4	94.0	82.8	77.8	64.5		75.4
Indian											
Males	3.1	-	-	-	-	-	-	-	-		-
Females	-	-	-	-	-	-	-	-	-		-
Total Indian	3.1	-	-	-	-	-	-	-	-		-
Other											
Males	-	-	-	-	-	-	2.9	-	-		-
Females	-	-	-	-	-	-	-	-	-		-
Total Other	-	-	-	-	-	-	2.9	-	-		-
Total											
Males	78.1	65.5	63.0	44.1	57.1	36.4	54.3	42.2	52.1		39.1
Females	21.9%	34.5%	37.0%	55.9%	42.9%	63.6%	45.7%	57.8%	47.9%		60.9%
Total Number	32	29	27	34	35	33	35	45	48		69

* Data unavailable for this year.

ASSISTANT PRINCIPALS
1990-91

YEARS OF EXPERIENCE	WHITE NUMBER	WHITE PERCENT	BLACK NUMBER	BLACK PERCENT	OTHER NUMBER	OTHER PERCENT	SUBTOTAL BY EXPERIENCE
0	0	0.00	0	0.00	0	0.00	0
1	1	100.00	0	0.00	0	0.00	1
2	0	0.00	0	0.00	0	0.00	0
3	1	100.00	0	0.00	0	0.00	1
4	2	50.00	2	50.00	0	0.00	4
5	5	62.50	2	25.00	1	12.50	8
6	11	73.33	4	26.67	0	0.00	15
7	9	47.37	10	52.63	0	0.00	19
8	15	75.00	5	25.00	0	0.00	20
9	17	70.83	7	29.17	0	0.00	24
10	34	62.96	20	37.04	0	0.00	54
11	40	76.92	12	23.08	0	0.00	52
12	42	73.68	15	26.32	0	0.00	57
13	38	65.52	19	32.76	1	1.72	58
14	61	73.49	22	26.51	0	0.00	83
15	55	65.48	29	34.52	0	0.00	84
16	96	78.05	27	21.95	0	0.00	123
17	78	78.79	20	20.20	1	1.01	99
18	74	72.55	26	25.49	2	1.96	102
19	65	75.58	21	24.42	0	0.00	86
20	76	77.55	20	20.41	2	2.04	98
21	76	81.72	16	17.20	1	1.08	93
22	53	77.94	14	20.59	1	1.47	68
23	58	71.60	22	27.16	1	1.23	81
24	41	68.33	19	31.67	0	0.00	60
25	30	68.18	14	31.82	0	0.00	44
26	34	72.34	13	27.66	0	0.00	47
27	18	54.55	15	45.45	0	0.00	33
28	25	52.08	22	45.83	1	2.08	48
29	22	68.75	10	31.25	0	0.00	32
30	18	78.26	5	21.74	0	0.00	23
31	12	54.55	10	45.45	0	0.00	22
32	10	58.82	7	41.18	0	0.00	17
33	6	50.00	6	50.00	0	0.00	12
34	3	50.00	3	50.00	0	0.00	6
35	2	25.00	6	75.00	0	0.00	8
36	0	0.00	2	100.00	0	0.00	2
37	1	50.00	1	50.00	0	0.00	2
38	1	100.00	0	0.00	0	0.00	1
39	1	50.00	1	50.00	0	0.00	2
40	0	0.00	0	0.00	0	0.00	0
41	0	0.00	0	0.00	0	0.00	0
42	0	0.00	0	0.00	0	0.00	0
43	0	0.00	0	0.00	0	0.00	0
44	0	0.00	1	100.00	0	0.00	1
45	0	0.00	0	0.00	0	0.00	0
46	0	0.00	0	0.00	0	0.00	0
47	0	0.00	0	0.00	0	0.00	0
48	0	0.00	0	0.00	0	0.00	0
49	0	0.00	0	0.00	0	0.00	0
50	0	0.00	0	0.00	0	0.00	0
51	0	0.00	0	0.00	0	0.00	0
GRAND TOTAL	1131	71.13	448	28.18	11	0.69	1590

BEST COPY AVAILABLE

CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT AREA SPECIALISTS

CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT AREA SPECIALISTS

This group consists of persons who primarily work out of the central office and usually have systemwide, regional or multiple school responsibilities. Some personnel in this group are administrators, directors, or coordinators with responsibility over various subject and support areas. Others in the group are subject or support area specialists. Among the types of personnel in this group are supervisors, vocational education directors, directors of special education, subject area directors, coordinators of media services, school psychologists, social workers and athletic directors.

Characteristics of Central Office Administrators and Subject and Support Area Specialists

Between 1980-81 and 1990-91 the average age of this group increased from 40.3 to 42.1 and the average years of experience increased from 13.4 to 13.7. During this period, the percentage of blacks in this group declined from 14.3 to 12.9, while the percent of whites increased from 85.4 to 85.9. The percent of indians in this group varies from year to year, averaging about 0.5 percent. Over the ten-year period, males made up an average of about 39 percent of the staff and females account for about 61 percent of this group. Since 1980-81, the percentage of females in the central office administrative staff increased and the percent of males declined. Personnel in this group with advanced degrees beyond the bachelors level increased from 48.4 percent in 1980-81 to 69.6 percent in 1990-91.

Characteristics of Central Office Administrators and Subject and Support Area Specialists Leaving

The average age of persons in this group who left employment increased from 39.9 in 1979-80 to 42.1 in 1988-89. The average years of experience of persons leaving increased from 12.3 in 1979-80 to 13.0 in 1988-89. Over the same period, an average of approximately 13 percent of those leaving were black, 85 percent white, and about 1 percent indian. The male-female mix of those leaving during this period averaged about 33 percent male and 67 percent female.

Characteristics of Newly Employed Central Office Administrators and Subject and Support Area Specialists

Between 1980-81 and 1990-91, the average age and experience level of new employees in this group did not show a clear trend. The racial composition of new employees in this group varies from year to year. Between 1980-81 and 1990-91, an average of approximately 14 percent of the new employees were black, 85 percent were white, and 1 percent were indians and others. Over the same period, an average of about 29 percent of the new hires were male and 71 percent were female.

AVERAGE AGE OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90 *	90/91
Black Males	44.8	44.2	43.7	45.6	44.3	44.2	46.5	48.1	46.0		46.4
Black Females	40.7	42.0	41.9	41.9	41.9	41.7	41.4	41.6	41.2		42.1
White Males	40.9	42.2	42.3	43.1	43.2	44.0	43.7	42.9	43.6		45.1
White Females	39.4	39.6	40.1	40.4	40.4	41.0	41.1	42.0	41.6		41.2
Indian Males	-	50.0	49.3	43.8	43.6	46.4	43.6	-	-		37.0
Indian Females	37.9	31.6	30.1	32.4	33.1	39.8	42.6	31.5	35.9		42.0
Other Males	43.5	49.9	45.5	51.9	52.9	53.9	-	-	-		-
Other Females	40.0	40.0	46.9	42.0	43.5	37.9	39.2	43.3	40.2		42.1
Yearly Average	40.3	41.0	41.3	41.8	41.8	42.4	42.3	42.5	42.2		42.1

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	17.1	16.7	16.8	17.8	15.9	16.3	20.0	22.1	21.1	*	19.0
Black Females	14.6	16.0	16.0	14.5	13.7	15.0	14.7	14.8	14.0		14.3
White Males	14.1	15.6	15.9	15.6	15.7	16.4	16.6	16.3	16.4		17.2
White Females	12.3	12.2	12.7	12.2	12.0	12.5	12.7	13.4	12.7		12.6
Indian Males	-	4.0	13.0	14.3	16.0	9.0	12.7	-	-		11.5
Indian Females	4.5	6.2	8.0	7.6	10.0	10.3	10.0	6.5	9.6		12.2
Other Males	18.0	12.0	20.5	24.0	25.0	26.0	-	-	-		-
Other Females	7.0	23.0	14.0	12.5	10.5	12.0	12.3	15.0	10.0		11.9
Yearly Average	13.4	14.1	14.5	14.1	13.8	14.4	14.6	14.7	14.2		13.7

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	4.4%	4.7%	4.5%	5.2%	4.5%	4.4%	4.0%	4.4%	4.0%		2.3%
Females	9.9	9.5	9.8	8.6	8.8	8.2	8.5	8.9	8.7		10.6
Total Black	14.3	14.2	14.3	13.8	13.3	12.6	12.5	13.3	12.7		12.9
White											
Males	37.6	38.7	39.1	40.1	39.1	39.2	36.4	28.9	27.8		16.4
Females	47.8	46.3	45.8	44.7	47.0	47.3	50.3	57.2	58.7		69.5
Total White	85.4	85.0	84.9	84.8	86.1	86.5	86.7	86.1	86.5		85.9
Indian											
Males	-	.1	.2	.5	.2	.2	.3	-	-		.1
Females	.1	.4	.2	.6	.1	.3	.2	.3	.6		.6
Total Indian	.1	.5	.4	1.1	.3	.5	.5	.3	.6		.7
Other											
Males	.1	.1	.2	.1	.1	.1	-	-	-		-
Females	.1	.2	.2	.2	.2	.3	.3	.3	.2		.5
Total Other	.2	.3	.4	.3	.3	.4	.3	.3	.2		.5
Total											
Males	42.1	43.6	44.0	45.9	43.9	43.9	40.7	33.4	31.8		18.8
Females	57.9%	56.4%	56.0%	54.1%	56.1%	56.1%	59.3%	66.6%	68.2%		81.2%
Total Number	1308	1299	1235	1180	1192	1172	1191	785	874		1405

* Data unavailable for this year.

HIGHEST DEGREE HELD BY CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS

DEGREE	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90 *	90/91
Less Than Bachelors	1.9%	1.6%	1.0%	1.0%	.8%	1.2%	.4%	-	.5%		.6%
Bachelors	49.7	47.7	47.3	46.5	45.4	43.5	41.1	31.4	33.3		29.8
Masters	41.6	43.9	42.7	40.4	41.1	40.8	41.2	43.1	42.0		48.8
Sixth Year	5.0	4.9	7.1	9.5	10.1	11.6	14.9	21.8	21.2		17.7
Doctorate	1.8%	1.9%	1.9%	2.6%	2.6%	2.9%	2.4%	3.7%	3.1%		3.1%

* Data unavailable for this year.

AVERAGE AGE OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS WHO LEFT BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90*
Black Males	37.8	53.5	47.2	38.4	52.7	32.0	46.0	47.5	52.5	46.9	
Black Females	39.0	36.7	42.6	39.7	45.6	41.0	49.0	41.1	43.3	40.9	
White Males	42.7	38.5	42.0	44.2	45.0	41.1	47.7	41.1	41.2	43.3	
White Females	38.8	39.7	39.4	39.6	37.5	39.5	41.0	41.0	41.1	41.6	
Indian Males	52.5	-	-	-	-	-	-	47.4	-	-	
Indian Females	26.2	45.7	32.5	31.1	28.9	-	51.8	-	-	34.5	
Other Males	-	-	-	40.1	-	-	-	-	-	-	
Other Females	31.0	-	-	41.3	-	-	-	-	39.5	40.2	
Yearly Average	39.9	39.5	40.7	40.9	41.1	40.1	40.5	41.4	41.8	42.1	

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS WHO LEFT BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black Males	11.3	23.3	16.3	11.3	25.5	9.0	9.3	23.0	19.8	21.3	
Black Females	12.8	8.3	15.2	13.7	17.5	12.6	22.9	14.1	15.7	14.0	
White Males	15.3	12.3	13.8	16.2	16.1	13.9	15.7	12.5	13.7	15.4	
White Females	10.7	10.9	11.4	11.4	9.8	11.3	12.4	12.4	11.8	11.5	
Indian Males	23.0	-	-	-	-	-	-	10.0	-	-	
Indian Females	3.7	4.0	5.5	9.0	5.0	-	6.0	-	-	7.7	
Other Males	-	-	-	17.0	-	-	-	-	-	-	
Other Females	9.0	-	-	19.0	-	-	-	-	16.0	10.0	
Yearly Average	12.3	11.5	12.6	13.0	13.1	12.3	12.5	12.9	13.0	13.0	

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS WHO LEFT

Leaving After	79/80	8081	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black											
Males	2.8%	3.3%	5.6%	5.1%	3.7%	1.7%	5.9%	3.1%	4.1%	3.5%	
Females	8.0	9.2	10.5	8.7	10.2	10.3	6.9	11.5	10.0	9.2	
Total Black	10.8	12.5	16.1	13.8	13.9	12.0	12.8	14.6	14.1	12.7	
White											
Males	31.9	32.4	25.3	27.6	32.4	33.3	26.5	31.5	24.8	25.0	
Females	54.9	54.6	57.4	56.5	50.9	54.7	59.8	52.3	60.3	60.6	
Total White	86.8	87.0	82.7	84.1	83.3	88.0	86.3	83.8	85.1	85.6	
Indian											
Males	.5	-	-	-	-	-	-	1.6	-	-	
Females	1.4	.5	1.2	.7	2.8	-	.9	-	-	1.0	
Total Indian	1.9	.5	1.2	.7	2.8	-	.9	1.6	-	1.0	
Other											
Males	-	-	-	.7	-	-	-	-	-	-	
Females	.5	-	-	.7	-	-	-	-	.8	.7	
Total Other	.5	-	-	1.4	-	-	-	-	.8	.7	
Total											
Males	35.2	35.7	30.9	33.4	36.1	35.0	32.4	36.2	28.9	28.5	
Females	64.8%	64.3%	69.1%	66.6%	63.9%	65.0%	67.6%	63.8%	71.1%	71.5%	
Total Number	213	185	162	138	108	117	102	130	121	284	

* Data unavailable for this year.

AVERAGE AGE OF NEWLY EMPLOYED CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90 *	90/91
Black Males	36.5	42.8	34.0	43.3	41.6	38.1	38.0	41.6	39.0		43.5
Black Females	36.1	39.6	33.5	35.5	35.7	39.8	37.1	37.4	37.2		42.0
White Males	34.2	42.7	34.4	38.0	34.2	40.9	38.3	37.5	41.8		46.2
White Females	34.7	36.2	34.2	35.7	34.1	37.5	37.5	39.2	38.0		40.0
Indian Males	-	-	-	36.7	-	-	-	-	-		45.6
Indian Females	45.7	30.8	-	28.9	33.1	38.6	-	26.8	34.6		31.2
Other Males	-	-	-	-	-	-	-	-	-		-
Other Females	-	-	-	-	-	-	-	-	-		40.8
Yearly Average	35.0	38.6	34.2	36.4	34.7	38.6	37.7	38.6	38.6		41.3

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF NEWLY EMPLOYED CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	7.9	13.9	5.8	16.6	8.9	5.0	13.0	8.5	15.3	*	14.4
Black Females	8.8	10.7	6.4	5.6	6.8	12.5	7.7	8.9	10.4		12.5
White Males	6.9	14.0	7.9	9.3	6.3	11.5	9.3	10.2	12.4		17.4
White Females	7.9	7.8	6.6	7.1	4.9	8.6	8.3	9.0	7.7		10.6
Indian Males	-	-	-	10.0	-	-	-	-	-		18.0
Indian Females	4.0	5.3	-	5.0	10.0	3.0	-	0.0	1.0		6.0
Other Males	-	-	-	-	-	-	-	-	-		-
Other Females	-	-	-	-	-	-	-	-	-		12.8
Yearly Average	7.8	10.1	7.0	7.9	5.7	9.4	8.7	9.1	9.1		12.0

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF NEWLY EMPLOYED CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	4.2%	5.4%	4.1%	4.1%	6.4%	4.3%	3.1%	2.5%	2.0%		2.0%
Females	18.2	10.2	10.6	5.7	8.8	8.0	7.0	8.9	14.4		10.2
Total Black	22.4	15.6	14.7	9.8	15.2	12.3	10.1	11.4	16.4		12.2
White											
Males	23.0	27.7	38.2	26.0	24.8	24.7	25.0	22.8	18.5		16.3
Females	54.0	54.7	47.1	61.0	59.2	61.6	64.9	64.6	64.4		70.1
Total White	77.0	82.4	85.3	87.0	84.0	86.3	89.9	87.4	82.9		86.4
Indian											
Males	-	-	-	.8	-	-	-	-	-		.2
Females	.6	2.0	-	2.4	.8	1.4	-	1.2	.7		.2
Total Indian	.6	2.0	-	3.2	.8	1.4	-	1.2	.7		.4
Other											
Males	-	-	-	-	-	-	-	-	-		-
Females	-	-	-	-	-	-	-	-	-		1.0
Total Other	-	-	-	-	-	-	-	-	-		1.0
Total											
Males	27.2	33.1	42.3	30.9	31.2	29.0	28.1	25.3	20.5		18.6
Females	72.8%	66.9%	57.7%	69.1%	68.8%	69.6%	71.9%	74.7%	79.5%		81.4%
Total Number	165	148	123	123	125	138	128	79	146		442

* Data unavailable for this year.

CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS 1990-91

YEARS OF EXPERIENCE	WHITE NUMBER	WHITE PERCENT	BLACK NUMBER	BLACK PERCENT	OTHER NUMBER	OTHER PERCENT	SUBTOTAL BY EXPERIENCE
0	35	85.37	6	14.63	0	0.00	41
1	25	83.33	4	13.33	1	3.33	30
2	32	84.21	6	15.79	0	0.00	38
3	34	87.18	5	12.82	0	0.00	39
4	34	91.89	3	8.11	0	0.00	37
5	51	87.93	7	12.07	0	0.00	58
6	35	83.33	4	9.52	3	7.14	42
7	55	88.71	6	9.68	1	1.61	62
8	54	90.00	5	8.33	1	1.67	60
9	56	87.50	8	12.50	0	0.00	64
10	54	88.52	6	9.84	1	1.64	61
11	60	88.24	8	11.76	0	0.00	68
12	57	87.69	7	10.77	1	1.54	65
13	55	80.88	11	16.18	2	2.94	68
14	58	85.29	8	11.76	2	2.94	68
15	49	79.03	10	16.13	3	4.84	62
16	62	89.86	7	10.14	0	0.00	69
17	49	92.45	4	7.55	0	0.00	53
18	53	86.89	7	11.48	1	1.64	61
19	35	89.74	4	10.26	0	0.00	39
20	32	78.05	8	19.51	1	2.44	41
21	32	88.89	4	11.11	0	0.00	36
22	27	93.10	2	6.90	0	0.00	29
23	35	87.50	4	10.00	1	2.50	40
24	26	96.30	1	3.70	0	0.00	27
25	21	95.45	1	4.55	0	0.00	22
26	15	75.00	5	25.00	0	0.00	20
27	16	80.00	4	20.00	0	0.00	20
28	10	62.50	6	37.50	0	0.00	16
29	13	68.42	6	31.58	0	0.00	19
30	12	80.00	3	20.00	0	0.00	15
31	5	55.56	4	44.44	0	0.00	9
32	1	100.00	0	0.00	0	0.00	1
33	3	75.00	1	25.00	0	0.00	4
34	2	40.00	3	60.00	0	0.00	5
35	6	100.00	0	0.00	0	0.00	6
36	1	100.00	0	0.00	0	0.00	1
37	3	50.00	3	50.00	0	0.00	6
38	1	100.00	0	0.00	0	0.00	1
39	2	100.00	0	0.00	0	0.00	2
40	0	0.00	0	0.00	0	0.00	0
41	0	0.00	0	0.00	0	0.00	0
42	0	0.00	0	0.00	0	0.00	0
43	0	0.00	0	0.00	0	0.00	0
44	0	0.00	0	0.00	0	0.00	0
45	0	0.00	0	0.00	0	0.00	0
46	0	0.00	0	0.00	0	0.00	0
47	0	0.00	0	0.00	0	0.00	0
GRAND TOTAL	1206	85.84	181	12.88	18	1.28	1405

LIBRARIANS

LIBRARIANS

Characteristics of Librarians

The average age of librarians increased from 42.9 in 1980-81 to 46.4 in 1990-91. Over the same period, their average experience increased from 15.0 years to 17.4 years. The racial composition of librarians shows a decline in the percentage of blacks and an increase in the percent of whites and indians. Between 1980-81 and 1990-91, the percentage of black librarians decreased from 19.1 to 15.9 percent, white librarians increased from 79.8 to 82.5 percent, and indian librarians increased from 0.7 to 1.2 percent. Over the same period, the male-female composition of librarians remained fairly constant, averaging about 4 percent male and 96 percent female. Between 1980-81 and 1990-91, the percentage of librarians holding advanced degrees increased. In 1980-81, 46.1 percent of the librarians held advanced degrees beyond the bachelors level. By 1990-91, 66.6 percent of the librarians had advanced degrees.

Characteristics of Librarians Leaving

The average age of librarians leaving fluctuated from year to year, averaging about 46.7 between 1979-80 and 1988-89. Over the same period, the average years of experience of those leaving varied, averaging 16.6 years. The racial composition of persons leaving librarian positions shows considerable year-to-year variation and does not show a clear trend. The male-female composition of persons leaving librarian positions varied from year to year. Over the ten-year period from 1979-80 to 1988-89, males averaged about 5 percent of those leaving and females comprised about 95 percent.

Characteristics of Newly Employed Librarians

The average age of newly employed librarians increased from 37.2 in 1980-81 to 41.8 in 1990-91. Between 1980-81 and 1990-91, the average experience level of newly employed librarians increased from 8.1 years to 9.1 years. Between 1980-81 and 1990-91, the percentage of blacks hired as librarians varied from year to year, averaging about 11 percent of the new hires in this area. Over the same period, whites averaged about 88 percent of the newly employed librarians. The number of newly employed indian librarians was too small to show any trend. The male-female composition of newly employed librarians varies considerably from year to year, but over the ten-year period an average of less than 5 percent were male and about 95 percent female.

AVERAGE AGE OF LIBRARIANS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	37.5	42.1	44.2	43.8	45.0	42.7	36.1	39.4	41.0	*	42.8
Black Females	44.9	45.2	45.4	45.7	46.5	46.6	46.8	47.3	47.5	*	48.6
White Males	42.0	42.5	43.7	44.3	43.2	43.1	43.6	44.3	44.8	*	46.7
White Females	42.6	42.9	42.8	43.3	43.7	43.6	44.1	44.5	45.0	*	46.0
Indian Males	-	-	35.5	36.8	37.5	38.5	39.5	40.5	41.5	*	43.6
Indian Females	44.5	42.1	38.8	38.4	38.3	39.1	38.9	40.9	41.9	*	43.0
Other Males	53.0	-	-	-	-	-	-	-	-	*	-
Other Females	35.7	41.8	46.2	43.5	45.4	46.4	47.3	50.3	48.8	*	51.1
Yearly Average	42.9	43.3	43.2	43.7	44.1	44.1	44.5	45.0	45.4	*	46.4

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF LIBRARIANS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	11.9	16.2	18.1	17.2	18.9	15.3	10.3	11.0	11.7	*	13.7
Black Females	19.6	19.9	20.0	19.2	20.0	20.3	21.1	21.5	21.5	*	22.3
White Males	15.1	15.8	16.8	17.2	15.8	16.1	16.2	17.3	17.6	*	18.9
White Females	13.9	14.3	14.2	13.6	14.2	14.3	14.8	15.2	15.5	*	16.4
Indian Males	-	-	13.0	13.0	13.0	14.0	15.0	16.0	17.0	*	19.0
Indian Females	19.1	17.4	13.9	12.7	12.3	12.7	13.3	15.0	14.9	*	16.4
Other Males	29.0	-	-	-	-	-	-	-	-	*	-
Other Females	7.6	12.0	13.2	11.2	13.5	14.5	15.5	16.3	18.0	*	14.1
Yearly Average	15.0	15.4	15.4	14.8	15.2	15.4	15.8	16.4	16.6	*	17.4

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF LIBRARIANS

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	.4%	.5%	.5%	.3%	.3%	.4%	.2%	.1%	.1%		.3%
Females	18.7	18.1	18.1	18.3	17.6	17.6	17.5	17.0	16.8		15.6
Total Black	19.1	18.6	18.6	18.6	17.9	18.0	17.7	17.1	16.9		15.9
White											
Males	4.0	3.6	3.3	3.1	3.0	3.0	3.0	2.9	3.0		3.4
Females	75.8	76.9	77.0	77.0	77.8	77.7	78.0	78.8	78.9		79.1
Total White	79.8	80.5	80.3	80.1	80.8	80.7	81.0	81.7	81.9		82.5
Indian											
Males	-	-	.1	.1	.1	.1	.1	.1	.1		.1
Females	.7	.7	.8	.9	1.0	1.0	1.0	1.0	1.0		1.1
Total Indian	.7	.7	.9	1.0	1.1	1.1	1.1	1.1	1.1		1.2
Other											
Males	.1	-	-	-	-	-	-	-	-		-
Females	.3	.2	.2	.3	.2	.2	.2	.1	.1		.4
Total Other	.4	.2	.2	.3	.2	.2	.2	.1	.1		.4
Total											
Males	4.5	4.1	3.9	3.5	3.4	3.5	3.3	3.1	3.2		3.8
Females	95.5%	95.9%	96.1%	96.5%	96.6%	96.5%	96.7%	96.9%	96.8%		96.2%
Total Number	1943	1926	1939	1950	1962	1970	1947	1966	2021		1961

* Data unavailable for this year.

HIGHEST DEGREE HELD BY LIBRARIANS

DEGREE	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90 *	90/91
Less Than Bachelors	.1%	.2%	.3%	.3%	.5%	.2%	.2%	.2%	.2%		.1%
Bachelors	53.8	50.7	49.7	48.4	46.8	44.4	42.5	40.7	37.3		33.3
Masters	45.6	48.7	49.5	50.8	51.5	54.1	56.1	57.7	60.9		64.4
Sixth Year	.4	.4	.5	.5	1.1	1.2	1.1	1.3	1.6		2.2
Doctorate	.1%	-	-	-	.1%	.1%	.1%	.1%	.1%		-

* Data unavailable for this year.

AVERAGE AGE OF LIBRARIANS LEAVING BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90 *
Black Males	-	25.1	29.1	59.0	-	-	54.8	28.6	26.5	-	
Black Females	49.6	48.7	54.6	45.8	46.5	51.9	49.7	50.0	55.7	51.7	
White Males	36.0	41.1	35.8	53.1	54.8	44.9	43.8	43.8	44.6	38.2	
White Females	44.8	45.6	47.5	44.4	43.4	49.0	46.0	47.5	47.6	47.0	
Indian Males	-	-	-	35.3	-	-	-	-	-	-	
Indian Females	28.5	47.5	59.8	-	-	38.6	-	-	-	48.0	
Other Males	-	-	-	-	-	-	-	-	-	-	
Other Females	55.3	30.9	-	-	40.1	-	-	-	50.1	-	
Yearly Average	45.1	45.5	47.7	45.1	44.1	48.9	46.5	47.5	48.6	47.5	

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF LIBRARIANS LEAVING BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black Males	-	2.0	4.0	35.5	-	-	27.0	2.0	0.0	-	
Black Females	22.6	23.2	27.2	21.9	21.2	23.7	21.2	23.8	28.4	24.3	
White Males	20.0	11.7	10.5	22.6	21.8	16.3	15.1	12.3	12.5	12.3	
White Females	14.9	15.7	17.5	15.5	11.4	17.1	16.0	15.7	16.5	15.3	
Indian Males	-	-	-	13.0	-	-	-	-	-	-	
Indian Females	7.0	20.0	35.0	-	-	11.7	-	-	-	14.0	
Other Males	-	-	-	-	-	-	-	-	-	-	
Other Females	32.0	3.7	-	-	6.0	-	-	-	14.0	-	
Yearly Average	15.9	16.4	18.5	17.0	12.9	17.9	16.9	16.7	18.0	16.7	

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF LIBRARIANS LEAVING

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black											
Males	-	.6%	.6%	1.7%	-	-	1.8%	1.7%	1.0%	-	
Females	10.0	13.8	13.4	13.0	12.3	14.3	14.4	17.4	15.5	16.3	
Total Black	10.0	14.4	14.0	14.7	12.3	14.3	16.2	19.1	16.5	16.3	
White											
Males	2.0	4.8	6.4	4.4	3.8	5.7	6.3	2.6	3.9	2.7	
Females	86.6	76.6	78.3	80.0	83.1	77.9	77.5	78.3	78.6	80.3	
Total White	88.6	81.4	84.7	84.4	86.9	83.6	83.8	80.9	82.5	83.0	
Indian											
Males	-	-	-	.9	-	-	-	-	-	-	
Females	.7	2.4	1.3	-	-	2.1	-	-	-	.7	
Total Indian	.7	2.4	1.3	.9	-	2.1	-	-	-	.7	
Other											
Males	-	-	-	-	-	-	-	-	-	-	
Females	.7	1.8	-	-	.8	-	-	-	1.0	-	
Total Other	.7	1.8	-	-	.8	-	-	-	1.0	-	
Total											
Males	2.0	5.4	7.0	7.0	3.8	5.7	8.1	4.3	4.9	2.7	
Females	98.0%	94.6%	93.0%	93.0%	96.2%	94.3%	91.9%	95.7%	95.1%	97.3%	
Total Number	150	167	157	115	130	140	111	115	103	147	

* Data unavailable for this year.

AVERAGE AGE
OF NEWLY EMPLOYED LIBRARIANS
BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	-	35.7	-	-	-	25.0	31.1	26.5	29.5	*	29.5
Black Females	39.9	37.0	35.9	34.7	39.1	42.9	39.1	43.8	41.3	*	43.3
White Males	47.4	41.8	49.6	46.0	36.0	41.4	37.3	31.6	38.3	*	33.0
White Females	36.6	37.2	35.6	37.7	38.0	37.1	40.0	40.2	41.2	*	42.2
Indian Males	-	-	35.5	-	37.5	-	-	-	-	*	-
Indian Females	38.1	27.4	28.3	27.6	28.8	43.2	34.2	-	48.0	*	29.7
Other Males	-	-	-	-	-	-	-	-	-	*	-
Other Females	-	-	-	43.1	-	-	-	-	-	*	48.2
Yearly Average	37.2	37.2	35.8	37.4	37.7	38.0	39.5	40.3	41.1	*	41.8

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF NEWLY EMPLOYED LIBRARIANS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	89/91
Black Males	-	3.0	-	-	-	1.0	2.0	0.0	0.0		1.0
Black Females	14.4	14.4	7.6	6.8	12.4	12.0	12.4	15.9	11.0		13.1
White Males	15.3	11.0	20.5	19.0	5.7	12.9	8.4	8.5	8.5		2.3
White Females	7.3	7.5	5.7	5.8	6.2	5.3	6.8	7.5	8.3		9.2
Indian Males	-	-	13.0	-	13.0	-	-	-	-		-
Indian Females	5.0	4.0	1.0	3.5	2.3	0.0	6.0	-	14.0		2.0
Other Males	-	-	-	-	-	-	-	-	-		-
Other Females	-	-	-	8.5	-	-	-	-	-		5.0
Yearly Average	8.1	8.3	6.2	6.1	6.6	6.5	7.5	8.5	8.6		9.1

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF NEWLY EMPLOYED LIBRARIANS

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	-	.8%	-	-	-	.8%	1.0%	1.0%	.9%		.9%
Females	8.1	10.8	10.5	12.3	7.4	11.5	10.9	12.1	10.2		8.0
Total Black	8.1	11.6	10.5	12.3	7.4	12.3	11.9	13.1	11.1		8.9
White											
Males	2.4	2.5	1.5	.9	6.5	6.6	6.9	2.0	3.7		3.6
Females	88.7	85.1	86.6	83.0	82.8	80.3	79.2	84.9	84.3		84.8
Total White	91.1	87.6	88.1	83.9	89.3	86.9	86.1	86.9	88.0		88.4
Indian											
Males	-	-	.7	-	.8	-	-	-	-		-
Females	.8	.8	.7	1.9	2.5	.8	2.0	-	.9		.9
Total Indian	.8	.8	1.4	1.9	3.3	.8	2.0	-	.9		.9
Other											
Males	-	-	-	-	-	-	-	-	-		-
Females	-	-	-	-	1.9	-	-	-	-		1.8
Total Other	-	-	-	-	1.9	-	-	-	-		1.8
Total											
Males	2.4	3.3	2.2	.9	7.3	7.4	7.9	3.0	4.6		4.5
Females	97.6%	96.7%	97.8%	99.1%	92.7%	92.6%	92.1%	97.0%	95.4%		95.5%
Total Number	123	121	134	106	122	122	101	99	108		112

* Data unavailable for this year.

LIBRARIANS
1990-91

YEARS OF EXPERIENCE	WHITE NUMBER	WHITE PERCENT	BLACK NUMBER	BLACK PERCENT	OTHER NUMBER	OTHER PERCENT	SUBTOTAL BY EXPERIENCE
0	12	92.31	0	0.00	1	7.69	13
1	18	90.00	2	10.00	0	0.00	20
2	21	91.30	1	4.35	1	4.35	23
3	21	87.50	3	12.50	0	0.00	24
4	22	75.86	7	24.14	0	0.00	29
5	36	94.74	2	5.26	0	0.00	38
6	40	93.02	2	4.65	1	2.33	43
7	54	90.00	4	6.67	2	3.33	60
8	47	88.68	4	7.55	2	3.77	53
9	51	91.07	5	8.93	0	0.00	56
10	65	94.20	3	4.35	1	1.45	69
11	58	90.63	5	7.81	1	1.56	64
12	68	89.47	7	9.21	1	1.32	76
13	59	86.76	8	11.76	1	1.47	68
14	78	91.76	4	4.71	3	3.53	85
15	67	79.76	16	19.05	1	1.19	84
16	83	85.57	13	13.40	1	1.03	97
17	93	90.29	8	7.77	2	1.94	103
18	82	89.13	8	8.70	2	2.17	92
19	74	82.22	15	16.67	1	1.11	90
20	72	85.71	10	11.90	2	2.38	84
21	79	90.80	7	8.05	1	1.15	87
22	63	76.83	19	23.17	0	0.00	82
23	51	76.12	16	23.88	0	0.00	67
24	56	80.00	13	18.57	1	1.43	70
25	41	89.13	5	10.87	0	0.00	46
26	40	72.73	14	25.45	1	1.82	55
27	32	72.73	11	25.00	1	2.27	44
28	30	69.77	13	30.23	0	0.00	43
29	25	55.56	19	42.22	1	2.22	45
30	20	66.67	10	33.33	0	0.00	30
31	14	50.00	14	50.00	0	0.00	28
32	10	66.67	4	26.67	1	6.67	15
33	11	44.00	13	52.00	1	4.00	25
34	6	42.86	8	57.14	0	0.00	14
35	5	45.45	6	54.55	0	0.00	11
36	4	57.14	3	42.86	0	0.00	7
37	4	40.00	6	60.00	0	0.00	10
38	4	66.67	2	33.33	0	0.00	6
39	0	0.00	0	0.00	0	0.00	0
40	1	33.33	2	66.67	0	0.00	3
41	1	100.00	0	0.00	0	0.00	1
42	0	0.00	0	0.00	0	0.00	0
43	1	100.00	0	0.00	0	0.00	1
44	0	0.00	0	0.00	0	0.00	0
45	0	0.00	0	0.00	0	0.00	0
46	0	0.00	0	0.00	0	0.00	0
47	0	0.00	0	0.00	0	0.00	0
48	0	0.00	0	0.00	0	0.00	0
49	0	0.00	0	0.00	0	0.00	0
50	0	0.00	0	0.00	0	0.00	0
51	0	0.00	0	0.00	0	0.00	0
GRAND TOTAL	1619	82.56	312	15.91	30	1.53	1961

GUIDANCE COUNSELORS

GUIDANCE COUNSELORS

Characteristics of Guidance Counselors

The average age of guidance counselors increased from 40.6 in 1980-81 to 43.7 in 1990-91. Over the same period, the average experience level increased from 14.3 to 15.1 years. The racial composition of the guidance staff remained relatively constant between 1979-80 and 1990-91, with blacks comprising an average of about 23 percent of the staff, whites 76 percent, and indians and others about 1 percent. Between 1980-81 and 1990-91, males declined from 26.2 to 18.8 percent of the guidance staff and females increased from 73.8 to 81.2 percent. The percent of guidance counselors with advanced degrees beyond the bachelors level increased from 91.3 in 1980-81 to 93.6 in 1990-91.

Characteristics of Guidance Counselors Leaving

The average age of guidance counselors who left increased from 39.4 in 1979-80 to 43.5 in 1988-89, but there were fluctuations from year to year. The experience level of those leaving increased from 12.2 in 1979-80 to 14.2 in 1988-89. Of the guidance counselors leaving between 1979-80 and 1988-89, an average of about 21 percent were black, 78 percent were white, and about 1 percent were indian and other. During the same period, the percentage of males leaving decreased from 28.2 percent in 1979-80 to 26.9 percent in 1988-89, and the percent of females leaving increased from 71.8 to 73.1 percent.

Characteristics of Newly Employed Guidance Counselors

The average age of new guidance counselors increased from 34.3 in 1980-81 to 39.8 in 1990-91. The average experience level of newly employed guidance counselors showed some year to year variation, but increased from 6.9 years in 1980-81 to 9.0 years in 1990-91. The male-female mix of new guidance counselors varied from year to year, but shows a decline in the number of males becoming guidance counselors. Between 1980-81 and 1990-91 the percent of newly employed black guidance counselors declined, but there were year to year variations. Newly employed white guidance counselors showed a general increase, but there were yearly variations. In the same period, indians made up an average of about 1 percent of the new hires. The percent of newly employed male guidance counselors dropped from 26.1 percent in 1980-81 to 19.9 percent in 1990-91, and the percent of females increased from 73.9 to 80.1 percent.

AVERAGE AGE OF GUIDANCE COUNSELORS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	38.8	40.7	40.9	41.5	42.0	41.2	42.8	42.9	41.9	*	44.1
Black Females	41.7	42.2	42.3	42.5	42.2	42.1	42.6	42.8	42.9	*	44.0
White Males	40.7	41.4	41.9	42.0	42.0	42.4	43.4	43.6	44.2	*	45.3
White Females	40.6	41.2	41.5	41.7	42.2	42.0	42.1	42.4	42.6	*	43.1
Indian Males	42.2	43.2	44.2	43.2	42.8	45.1	46.9	42.4	42.7	*	42.8
Indian Females	40.0	41.6	43.6	42.4	42.2	43.2	42.7	40.0	41.4	*	41.8
Other Males	34.4	35.4	-	37.4	46.5	41.9	42.9	37.0	-	*	53.7
Other Females	37.6	38.1	46.4	48.1	49.1	54.7	46.7	-	-	*	49.8
Yearly Average	40.6	41.3	41.6	41.7	42.1	42.1	42.5	42.7	42.8	*	43.7

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF GUIDANCE COUNSELORS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	14.0	16.1	16.0	15.7	15.7	14.8	17.0	16.4	15.4	*	17.4
Black Females	16.4	16.9	17.2	16.3	15.8	15.7	16.3	16.5	16.1		17.0
White Males	14.1	15.0	15.5	14.8	14.9	15.2	16.0	15.9	16.5		17.0
White Females	13.6	14.2	14.4	13.5	13.8	13.4	13.5	13.6	13.4		14.0
Indian Males	17.7	18.7	19.7	17.5	17.0	20.1	22.6	15.7	16.8		13.5
Indian Females	16.6	18.7	21.5	18.2	20.1	18.7	16.1	15.7	17.4		14.0
Other Males	6.0	7.0	-	8.0	8.0	6.0	7.0	11.0	-		28.0
Other Females	13.3	14.5	21.7	16.5	17.5	25.0	20.5	-	-		13.4
Yearly Average	14.3	15.0	15.3	14.4	14.5	14.3	14.7	14.7	14.6		15.1

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF GUIDANCE COUNSELORS

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	5.0%	5.1%	4.6%	4.6%	4.2%	4.6%	4.1%	4.1%	3.6%		3.0%
Females	18.4	18.1	17.9	18.4	19.4	18.8	18.3	18.2	17.9		18.2
Total Black	23.4	23.2	22.5	23.0	23.6	23.4	22.4	22.3	21.5		21.2
White											
Males	20.7	20.7	20.0	20.0	20.0	18.9	18.5	18.0	17.8		15.4
Females	54.5	54.7	56.4	55.9	55.3	56.5	57.6	58.9	59.5		61.8
Total White	75.2	75.4	76.4	75.9	75.3	75.4	76.1	76.9	77.3		77.2
Indian											
Males	.4	.4	.4	.4	.4	.4	.3	.1	.4		.3
Females	.7	.7	.5	.5	.5	.5	.9	.6	.8		1.0
Total Indian	1.1	1.1	.9	.9	.9	.9	1.2	.7	1.2		1.3
Other											
Males	.1	.1	-	.1	.1	.2	.2	.1	-		.1
Females	.2	.2	.2	.1	.1	.1	.1	-	-		.2
Total Other	.3	.3	.2	.2	.2	.3	.3	.1	-		.3
Total											
Males	26.2	26.3	25.0	25.1	24.7	24.1	23.1	22.3	21.8		18.8
Females	73.8%	73.7%	75.0%	74.9%	75.3%	75.9%	76.9%	77.7%	78.2		81.2%
Total Number	1666	1638	1622	1698	1802	1944	1935	2023	2184		2289

* Data unavailable for this year.

HIGHEST DEGREE HELD BY GUIDANCE COUNSELORS

DEGREE	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Less Than Bachelors	-	-	-	.1%	.2%	.1%	.1%	.1%	.1%	*	0.0%
Bachelors	8.7	6.6	5.9	7.5	8.9	8.7	7.7	8.2	7.5		6.4
Masters	88.6	90.5	91.1	88.6	86.4	86.1	86.5	85.7	86.1		86.8
Sixth Year	2.2	2.6	2.6	3.3	3.7	4.3	4.9	5.3	5.7		5.8
Doctorate	.5%	.3%	.4%	.5%	.8%	.8%	.8%	.7%	.6%		1.0%

* Data unavailable for this year.

AVERAGE AGE OF GUIDANCE COUNSELORS LEAVING BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90*
Black Males	37.0	32.0	53.7	47.4	39.6	49.5	39.2	42.9	50.4	41.0	
Black Females	41.1	38.4	48.1	48.9	53.7	42.0	44.3	43.2	46.4	46.3	
White Males	39.7	37.8	43.3	44.7	43.2	43.6	46.7	46.1	42.8	43.9	
White Females	38.8	39.1	41.6	43.6	40.1	44.3	45.3	43.5	44.1	43.1	
Indian Males	-	-	-	43.8	-	-	42.1	50.5	-	38.5	
Indian Females	-	33.7	41.0	42.7	36.3	-	-	54.9	-	42.5	
Other Males	-	-	-	-	-	-	-	-	37.0	-	
Other Females	-	-	-	-	-	-	-	55.7	-	-	
Yearly Average	39.4	38.2	43.3	44.5	41.9	43.9	45.1	44.1	44.4	43.5	

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF GUIDANCE COUNSELORS LEAVING BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90*
Black Males	7.7	6.2	29.2	21.0	11.4	23.8	10.7	16.0	20.2	14.4	
Black Females	14.9	12.6	19.6	23.5	28.0	15.0	17.2	16.3	18.9	18.9	
White Males	11.9	10.3	15.4	15.7	13.0	15.1	16.9	17.0	12.8	16.6	
White Females	11.6	12.4	14.0	15.1	11.7	15.6	15.1	14.2	13.2	12.1	
Indian Males	-	-	-	21.0	-	-	19.0	28.0	-	11.0	
Indian Females	-	4.0	14.5	21.0	14.0	-	-	11.0	-	17.8	
Other Males	-	-	-	-	-	-	-	-	10.0	-	
Other Females	-	-	-	-	-	-	-	26.0	-	-	
Yearly Average	12.2	11.6	15.7	16.5	13.6	15.6	15.6	15.3	14.2	14.2	

* Data unavailable for this year.

YEARLY RACIAL AND SEXUAL COMPOSITION OF GUIDANCE COUNSELORS LEAVING

Leaving After	79/80	8081	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black											
Males	5.0%	6.9%	3.8%	2.7%	6.8%	3.3%	4.7%	6.0%	3.6%	6.3%	
Females	21.8	17.1	14.4	12.6	10.2	20.3	17.2	16.1	15.0	14.3	
Total Black	26.8	24.0	18.2	15.3	17.0	23.6	21.9	22.1	18.6	20.6	
White											
Males	23.2	18.5	22.7	14.4	16.1	17.1	18.7	15.4	15.7	19.7	
Females	50.0	56.8	57.6	67.6	66.1	59.3	58.6	59.8	65.1	56.5	
Total White	73.1	75.3	80.3	82.0	82.2	76.4	77.3	75.2	80.8	76.2	
Indian											
Males	-	-	-	1.8	-	-	.8	1.3	-	1.0	
Females	-	.7	1.5	.9	.8	-	-	.7	-	2.2	
Total Indian	-	.7	1.5	2.7	.8	-	.8	2.0	-	3.2	
Other											
Males	-	-	-	-	-	-	-	-	.6	-	
Females	-	-	-	-	-	-	-	.7	-	-	
Total Other	-	-	-	-	-	-	-	.7	.6	-	
Total											
Males	28.2	25.4	26.5	18.9	22.9	20.4	24.2	22.8	19.9	26.9	
Females	71.8%	74.6%	73.5%	81.1%	77.1%	79.6%	75.8%	77.2%	80.1%	73.1%	
Total Number	142	146	132	111	118	123	128	149	166	223	

* Data unavailable for this year.

AVERAGE AGE
OF NEWLY EMPLOYED GUIDANCE COUNSELORS
BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	34.1	29.4	41.6	37.4	33.1	37.0	36.5	38.1	35.8	*	38.7
Black Females	34.5	34.2	33.9	36.3	35.5	35.4	35.6	34.7	39.1	*	38.7
White Males	33.6	35.4	36.1	34.2	37.5	37.7	39.1	38.6	40.2	*	41.0
White Females	34.6	34.9	35.0	35.9	37.2	36.8	36.7	37.4	37.3	*	39.5
Indian Males	33.1	-	-	-	41.1	-	-	42.5	30.0	*	45.6
Indian Females	33.6	-	-	31.8	44.7	38.2	37.6	-	36.7	*	44.6
Other Males	-	-	-	-	-	30.8	-	-	-	*	-
Other Females	-	-	-	-	-	-	-	-	-	*	-
Yearly Average	34.3	34.7	35.1	35.6	36.8	36.7	36.8	37.3	38.0	*	39.8

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF NEWLY EMPLOYED GUIDANCE COUNSELORS BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	8.5	3.8	14.7	11.2	3.0	8.1	9.3	6.6	5.9		11.2
Black Females	7.5	9.8	7.7	8.0	6.8	7.3	7.1	5.0	8.5		10.8
White Males	5.0	9.5	8.9	6.0	7.8	8.3	8.1	6.0	10.8		9.5
White Females	7.2	7.9	7.0	6.2	6.1	5.6	6.1	5.9	6.3		8.3
Indian Males	5.0	-	-	-	18.0	-	-	15.0	0.0		18.0
Indian Females	8.0	-	-	0.0	22.0	7.5	5.3	-	12.5		11.3
Other Males	-	-	-	-	-	0.0	-	-	-		-
Other Females	-	-	-	-	-	-	-	-	-		-
Yearly Average	6.9	8.3	7.6	6.5	6.6	6.4	6.6	5.9	7.4		9.0

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF NEWLY EMPLOYED GUIDANCE COUNSELORS

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	5.8%	4.2%	3.9%	2.9%	4.4%	4.6%	4.4%	4.3%	3.1%		3.0%
Females	15.9	13.6	18.6	12.9	19.9	16.0	16.2	10.4	15.9		10.5
Total Black	21.7	17.8	22.5	15.8	24.3	20.6	20.5	14.7	19.0		13.5
White											
Males	19.6	19.5	10.8	17.3	18.6	13.2	12.2	14.0	16.3		16.4
Females	56.5	62.7	66.7	66.2	55.9	64.8	65.0	71.2	63.5		68.2
Total White	76.1	82.2	77.5	83.5	74.5	78.0	77.2	85.2	79.8		84.6
Indian											
Males	.7	-	-	-	.6	-	-	.1	.4		.5
Females	1.5	-	-	.7	.6	.9	2.2	-	.8		1.4
Total Indian	2.2	-	-	.7	1.2	.9	2.2	.1	1.2		1.9
Other											
Males	-	-	-	-	-	.5	-	-	-		-
Females	-	-	-	-	-	-	-	-	-		-
Total Other	-	-	-	-	-	.5	-	-	-		-
Total											
Males	26.1	23.7	14.7	20.2	23.6	18.3	16.6	18.7	19.8		19.9
Females	73.9%	76.3%	85.3%	79.8%	76.4%	81.7%	83.4%	81.3%	80.2%		80.1%
Total Number	138	118	102	139	161	219	180	165	258		201

* Data unavailable for this year.

GUIDANCE COUNSELORS
1990-91

YEARS OF EXPERIENCE	WHITE NUMBER	WHITE PERCENT	BLACK NUMBER	BLACK PERCENT	OTHER NUMBER	OTHER PERCENT	SUBTOTAL BY EXPERIENCE
0	33	84.62	5	12.82	1	2.56	39
1	44	84.62	4	7.69	4	7.69	52
2	53	79.10	12	17.91	2	2.99	67
3	46	88.46	5	9.62	1	1.92	52
4	50	87.72	6	10.53	1	1.75	57
5	59	76.62	17	22.08	1	1.30	77
6	64	73.56	20	22.99	3	3.45	87
7	59	84.29	11	15.71	0	0.00	70
8	52	86.67	7	11.67	1	1.67	60
9	49	76.56	15	23.44	0	0.00	64
10	78	83.87	15	16.13	0	0.00	93
11	61	80.26	13	17.11	2	2.63	76
12	72	71.29	28	27.72	1	0.99	101
13	71	70.30	29	28.71	1	0.99	101
14	89	82.41	18	16.67	1	0.93	108
15	95	80.19	20	18.87	1	0.94	106
16	74	77.08	22	22.92	0	0.00	96
17	92	77.31	27	22.69	0	0.00	119
18	73	81.11	16	17.78	1	1.11	90
19	66	78.57	18	21.43	0	0.00	84
20	61	76.25	19	23.75	0	0.00	80
21	75	87.21	9	10.47	2	2.33	86
22	59	78.67	14	18.67	2	2.67	75
23	54	90.00	6	10.00	0	0.00	60
24	40	65.57	21	34.43	0	0.00	61
25	29	67.44	12	27.91	2	4.65	43
26	31	64.58	16	33.33	1	2.08	48
27	23	74.19	8	25.81	0	0.00	31
28	24	61.54	13	33.33	2	5.13	39
29	22	56.41	16	41.03	1	2.56	39
30	22	78.57	4	14.29	2	7.14	28
31	13	54.17	10	41.67	1	4.17	24
32	18	69.23	8	30.77	0	0.00	26
33	8	61.54	5	38.46	0	0.00	13
34	6	46.15	6	46.15	1	7.69	13
35	5	71.43	2	28.57	0	0.00	7
36	3	75.00	1	25.00	0	0.00	4
37	2	50.00	2	50.00	0	0.00	4
38	1	50.00	1	50.00	0	0.00	2
39	2	66.67	1	33.33	0	0.00	3
40	0	0.00	1	100.00	0	0.00	1
41	0	0.00	2	100.00	0	0.00	2
42	0	0.00	0	0.00	0	0.00	0
43	0	0.00	0	0.00	0	0.00	0
44	0	0.00	1	100.00	0	0.00	1
45	0	0.00	0	0.00	0	0.00	0
46	0	0.00	0	0.00	0	0.00	0
47	0	0.00	0	0.00	0	0.00	0
48	0	0.00	0	0.00	0	0.00	0
49	0	0.00	0	0.00	0	0.00	0
50	0	0.00	0	0.00	0	0.00	0
51	0	0.00	0	0.00	0	0.00	0
GRAND TOTAL	1768	77.24	486	21.23	35	1.53	2289

BEST COPY AVAILABLE

OTHER CERTIFIED PERSONNEL

OTHER CERTIFIED PERSONNEL

This category of certified personnel includes persons whose primary duty did not fit into the other classifications. Persons included in this category comprise less than one percent of the certified school employees. Certified personnel in this group worked at duties such as study hall and lunch room supervision, testing, dropout prevention, athletic trainer duties and learning lab responsibilities.

Characteristics of Other Certified Personnel

The average age of this group increased from 35.9 in 1980-81 to 42.4 in 1990-91. This group's experience level increased from 9.4 years to 13.9 years over the same period. Blacks comprised 27.4 percent of this group in 1980-81 and 21.8 percent in 1990-91. Whites made up 70.5 percent of these personnel in 1980-81 and 76.7 percent in 1990-91. The number of indians in this group was too small to show any meaningful trend. Over the ten-year period, males in this group dropped from 45.4 percent to 23.1 percent, while the percent of females increased from 54.6 to 76.9 percent. The percentage of people in this group with advanced degrees increased between 1980-81 and 1990-91. In 1980-81, 35.2 percent of the personnel in this group held an advanced degree beyond the bachelors level. By 1990-91, the percent with an advanced degree increased to 55.6 percent.

Characteristics of Other Certified Personnel Leaving

The average age of persons in this group who left school employment between 1979-80 and 1988-89 was about 40. Over the same period, the experience level of those leaving averaged about 11 years. The racial composition of those leaving varied from year to year. Over the ten-year period from 1979-80 to 1988-89, blacks averaged about 23 percent of those leaving, whites approximately 76 percent, and indians and other racial groups less than 2 percent. During the ten-year period, the male-female composition of those leaving this group varied from year to year, with males averaging 33 percent and females 67 percent.

Characteristics of Newly Employed Other Certified Personnel

The average age of newly employed personnel in this group rose from 32.1 in 1980-81 to 40.6 in 1990-91. The average experience level of new employees in this group rose from 3.9 years 1980-81 to 10.6 years in 1990-91. The racial and male-female composition of new employees in this group varied from year to year and did not show clear trends. Between 1980-81 and 1990-91, an average of about 27 percent of the new employees were black, 72 percent were white, and under 2 percent were indians and others. Between 1980-81 and 1990-91, an average of approximately 34 percent of the new employees in this category were male and 66 percent female.

AVERAGE AGE OF OTHER CERTIFIED PERSONNEL BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	35.5	35.8	37.8	37.0	38.5	41.0	41.0	41.2	45.0		43.4
Black Females	36.1	39.1	40.9	39.0	41.2	40.3	39.5	40.2	42.0		41.7
White Males	35.7	36.9	35.9	37.2	37.6	40.8	40.6	41.6	40.6		43.2
White Females	36.5	37.5	39.0	39.3	39.7	39.7	39.1	40.3	41.1		42.1
Indian Males	38.2	41.0	-	43.9	43.1	-	41.0	45.3	37.9		46.9
Indian Females	-	-	34.7	35.7	39.5	-	27.7	50.6	41.4		48.8
Other Males	-	38.5	-	-	-	-	-	-	-		25.3
Other Females	27.3	28.3	41.2	-	38.4	38.1	-	-	27.5		46.1
Yearly Average	35.9	37.2	38.1	38.2	39.0	40.1	39.6	40.7	41.3		42.4

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF OTHER CERTIFIED PERSONNEL BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	9.0	9.7	11.0	9.5	10.5	15.0	13.6	13.8	16.6		15.8
Black Females	10.9	13.6	14.7	12.0	13.6	13.5	11.7	13.3	14.8		14.8
White Males	10.3	10.9	10.0	9.8	10.6	13.7	12.9	14.2	13.5		15.2
White Females	8.4	9.0	10.0	9.5	10.2	12.2	10.0	11.6	12.2		13.2
Indian Males	4.0	18.0	-	22.0	16.0	-	15.0	19.7	14.0		22.3
Indian Females	-	-	9.5	9.5	11.7	-	2.0	27.5	14.5		19.0
Other Males	-	14.0	-	-	-	-	-	-	-		1.0
Other Females	4.0	5.0	3.0	-	4.0	8.5	-	-	2.0		8.4
Yearly Average	9.4	10.5	10.8	10.0	10.9	12.9	11.2	12.7	13.1		13.9

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF OTHER CERTIFIED PERSONNEL

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	13.0%	17.6%	15.2%	16.6%	14.5%	8.0%	8.2%	8.4%	5.9%		5.2%
Females	14.4	15.7	14.6	14.0	12.9	17.5	19.7	17.7	15.8		16.6
Total Black	27.4	33.3	29.8	30.6	27.4	25.5	27.9	26.1	21.7		21.8
White											
Males	30.7	30.5	33.2	34.1	36.7	20.4	19.4	17.7	18.9		17.4
Females	39.8	35.0	36.1	34.4	34.3	52.6	51.3	55.0	58.7		59.3
Total White	70.5	65.5	69.3	68.5	71.0	73.0	70.7	72.7	77.6		76.7
Indian											
Males	1.7	.6	-	.3	.5	-	1.1	.7	.2		.4
Females	-	-	.6	.6	.8	-	.3	.5	.3		.3
Total Indian	.7	.6	.6	.9	1.3	-	1.4	1.2	.5		.7
Other											
Males	-	.3	-	-	-	-	-	-	-		.1
Females	.4	.3	.3	-	.3	1.5	-	-	.2		.7
Total Other	.4	.6	.3	-	.3	1.5	-	-	.2		.8
Total											
Males	45.4	49.0	48.4	51.0	51.7	28.4	28.7	26.9	25.0		23.1
Females	54.6%	51.0%	51.6%	49.0%	48.3%	71.6%	71.3%	73.1%	75.0%		76.9%
Total Number	284	331	316	308	379	137	356	402	593		680

* Data unavailable for this year.

HIGHEST DEGREE HELD BY OTHER CERTIFIED PERSONNEL

DEGREE	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Less Than Bachelors	.4%	.3%	.3%	.6%	.8%	1.5%	.6%	.2%	.3%		.1%
Bachelors	64.4	65.6	63.9	60.4	68.1	40.9	39.0	37.0	44.4		43.4
Masters	33.8	33.2	34.5	38.0	30.3	51.1	57.3	58.8	50.6		49.9
Sixth Year	1.4	.6	1.0	1.0	.8	5.8	2.8	3.8	4.4		5.7
Doctorate	-	.3%	.3%	-	-	.7%	.3%	.2%	.3%		.9%

* Data unavailable for this year.

AVERAGE AGE
OF OTHER CERTIFIED PERSONNEL LEAVING
BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black Males	46.2	58.2	34.7	49.0	35.0	-	38.5	34.9	41.2	50.0	
Black Females	32.6	29.5	38.9	55.7	38.4	42.5	46.7	42.8	46.1	46.7	
White Males	38.5	34.0	41.1	32.4	36.4	43.7	41.5	45.6	44.8	41.2	
White Females	39.1	34.6	33.5	38.9	42.5	50.6	39.6	36.0	39.7	41.9	
Indian Males	-	-	-	-	-	-	-	-	-	-	
Indian Females	-	-	-	-	-	36.4	-	-	-	49.5	
Other Males	-	-	-	-	-	-	-	-	-	-	
Other Females	33.5	-	-	-	-	-	-	-	-	-	
Yearly Average	39.4	35.2	36.9	38.0	39.1	47.0	40.6	39.6	41.7	42.8	

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF OTHER CERTIFIED PERSONNEL LEAVING BY RACE AND SEX

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black Males	13.4	26.0	10.4	18.0	6.7	-	14.4	6.5	16.0	20.0	
Black Females	3.0	3.0	14.4	31.5	11.9	19.0	21.0	13.3	18.9	20.6	
White Males	8.4	6.3	11.3	7.7	9.0	7.5	14.9	17.0	11.8	14.8	
White Females	9.1	6.8	3.1	8.2	5.6	16.8	11.6	5.1	11.3	12.7	
Indian Males	-	-	-	-	-	-	-	-	-	-	
Indian Females	-	-	-	-	-	11.0	-	-	-	25.0	
Other Males	-	-	-	-	-	-	-	-	-	-	
Other Females	2.0	-	-	-	-	-	-	-	-	-	
Yearly Average	9.0	7.4	8.8	9.9	8.2	14.6	13.5	9.8	13.0	14.5	

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF OTHER CERTIFIED PERSONNEL LEAVING

Leaving After	79/80	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90
Black											
Males	13.1%	6.6%	17.5%	7.7%	10.4%	-	11.1%	10.0%	2.6%	5.6%	
Females	5.3	15.6	17.5	5.1	24.1	10.0	11.1	20.0	20.5	11.3	
Total Black	18.4	22.2	35.0	12.8	34.5	10.0	22.2	30.0	23.1	16.9	
White											
Males	23.7	28.9	30.0	38.5	27.6	20.0	15.6	25.0	12.8	20.2	
Females	55.3	48.9	35.0	48.7	37.9	60.0	62.2	45.0	64.1	62.1	
Total White	79.0	77.8	65.0	87.2	65.5	80.0	77.8	70.0	76.9	82.3	
Indian											
Males	-	-	-	-	-	-	-	-	-	-	
Females	-	-	-	-	-	10.0	-	-	-	.8	
Total Indian	-	-	-	-	-	10.0	-	-	-	.8	
Other											
Males	-	-	-	-	-	-	-	-	-	-	
Females	2.6	-	-	-	-	-	-	-	-	-	
Total Other	2.6	-	-	-	-	-	-	-	-	-	
Total											
Males	36.8	35.5	47.5	46.2	38.0	20.0	26.7	35.0	15.4	25.5	
Females	63.2%	64.5%	52.5%	53.8%	62.0%	80.0%	73.3%	65.0%	84.6%	74.2%	
Total Number	38	45	40	39	29	10	45	40	39	124	

* Data unavailable for this year.

AVERAGE AGE
OF OTHER NEWLY EMPLOYED PERSONNEL
BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	31.9	35.9	31.8	30.9	33.2	-	41.4	34.8	48.7		38.4
Black Females	30.4	32.9	37.6	31.3	39.9	29.1	35.6	34.6	38.2		42.0
White Males	29.8	38.0	31.8	30.8	31.0	25.3	39.1	35.4	35.8		41.2
White Females	33.6	31.9	34.0	37.8	36.2	33.5	36.7	35.4	39.8		40.0
Indian Males	-	-	-	-	29.7	-	38.4	-	-		-
Indian Females	-	-	34.7	-	36.5	-	37.6	-	-		48.8
Other Males	-	-	-	-	-	-	-	-	-		25.3
Other Females	-	-	-	-	-	-	-	-	-		57.0
Yearly Average	32.1	33.9	33.7	33.2	34.4	32.1	37.0	35.2	39.3		40.6

* Data unavailable for this year.

AVERAGE YEARS OF EXPERIENCE OF OTHER NEWLY EMPLOYED PERSONNEL BY RACE AND SEX

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black Males	3.0	7.7	5.4	3.3	5.6	-	10.7	7.0	14.4	*	6.9
Black Females	2.7	5.7	9.1	3.0	8.4	4.5	7.1	4.9	10.3	*	14.4
White Males	3.2	6.2	4.9	2.2	3.5	0.0	8.1	4.3	8.8	*	10.1
White Females	4.6	4.1	5.0	4.8	4.7	5.6	6.1	5.4	8.5	*	10.6
Indian Males	-	-	-	-	0.0	-	11.5	-	-	*	-
Indian Females	-	-	9.5	-	8.5	-	5.3	-	-	*	19.0
Other Males	-	-	-	-	-	-	-	-	-	*	1.0
Other Females	-	-	-	-	-	-	-	-	-	*	15.0
Yearly Average	3.9	5.3	5.8	3.4	4.9	5.1	7.9	5.4	9.2	*	10.6

* Data unavailable for this year.

RACIAL AND SEXUAL COMPOSITION OF OTHER NEWLY EMPLOYED PERSONNEL

	80/81	81/82	82/83	83/84	84/85	85/86	86/87	87/88	88/89	89/90	90/91
Black											
Males	17.2%	13.1%	10.9%	17.2%	12.1%	-	8.3%	10.2%	5.3%		5.4%
Females	26.6	14.8	15.2	15.6	10.6	21.1	16.7	14.3	17.2		15.7
Total Black	43.8	27.9	26.1	32.8	22.7	21.1	25.0	24.5	22.5		21.1
White											
Males	51.6	21.3	26.1	34.4	33.4	5.3	15.5	12.2	18.3		13.6
Females	4.6	50.8	43.5	32.8	39.4	73.6	56.0	63.3	59.2		62.6
Total White	56.2	72.1	69.6	67.2	72.8	78.9	71.5	75.5	77.5		76.2
Indian											
Males	-	-	-	-	1.5	-	2.3	-	-		-
Females	-	-	4.3	-	3.0	-	1.2	-	-		1.5
Total Indian	-	-	4.3	-	4.5	-	3.5	-	-		1.5
Other											
Males	-	-	-	-	-	-	-	-	-		.6
Females	-	-	-	-	-	-	-	-	-		.6
Total Other	-	-	-	-	-	-	-	-	-		1.2
Total											
Males	68.8	34.4	37.0	51.6	47.0	5.3	26.1	22.4	23.6		19.7
Females	31.2%	65.6%	63.0%	48.4%	53.0%	94.7%	73.9%	77.6%	76.4%		80.3%
Total Number	64	61	46	64	66	19	84	49	93		147

* Data unavailable for this year.

OTHER CERTIFIED PERSONNEL
1990-91

YEARS OF EXPERIENCE	WHITE NUMBER	WHITE PERCENT	BLACK NUMBER	BLACK PERCENT	OTHER NUMBER	OTHER PERCENT	SUBTOTAL BY EXPERIENCE
0	20	76.92	6	23.08	0	0.00	26
1	12	66.67	5	27.78	1	5.56	18
2	21	91.30	1	4.35	1	4.35	23
3	11	78.57	3	21.43	0	0.00	14
4	18	75.00	5	20.83	1	4.17	24
5	18	90.00	1	5.00	1	5.00	20
6	11	73.33	4	26.67	0	0.00	15
7	24	85.71	4	14.29	0	0.00	28
8	21	84.00	4	16.00	0	0.00	25
9	19	79.17	5	20.83	0	0.00	24
10	21	72.41	8	27.59	0	0.00	29
11	23	69.70	9	27.27	1	3.03	33
12	31	77.50	9	22.50	0	0.00	40
13	27	90.00	3	10.00	0	0.00	30
14	18	75.00	6	25.00	0	0.00	24
15	23	76.67	6	20.00	1	3.33	30
16	20	62.50	10	31.25	2	6.25	32
17	15	71.43	6	28.57	0	0.00	21
18	25	78.13	7	21.88	0	0.00	32
19	16	76.19	5	23.81	0	0.00	21
20	17	77.27	5	22.73	0	0.00	22
21	12	75.00	4	25.00	0	0.00	16
22	20	95.24	1	4.76	0	0.00	21
23	9	69.23	3	23.08	1	7.69	13
24	6	60.00	4	40.00	0	0.00	10
25	7	53.85	6	46.15	0	0.00	13
26	12	75.00	4	25.00	0	0.00	16
27	9	90.00	0	0.00	1	10.00	10
28	9	64.29	4	28.57	1	7.14	14
29	9	75.00	3	25.00	0	0.00	12
30	5	83.33	1	16.67	0	0.00	6
31	3	60.00	2	40.00	0	0.00	5
32	2	100.00	0	0.00	0	0.00	2
33	3	100.00	0	0.00	0	0.00	3
34	1	100.00	0	0.00	0	0.00	1
35	2	100.00	0	0.00	0	0.00	2
36	1	50.00	1	50.00	0	0.00	2
37	0	0.00	1	100.00	0	0.00	1
38	0	0.00	1	100.00	0	0.00	1
39	0	0.00	0	0.00	0	0.00	0
40	0	0.00	0	0.00	0	0.00	0
41	0	0.00	1	100.00	0	0.00	1
42	0	0.00	0	0.00	0	0.00	0
43	0	0.00	0	0.00	0	0.00	0
44	0	0.00	0	0.00	0	0.00	0
45	0	0.00	0	0.00	0	0.00	0
46	0	0.00	0	0.00	0	0.00	0
47	0	0.00	0	0.00	0	0.00	0
48	0	0.00	0	0.00	0	0.00	0
49	0	0.00	0	0.00	0	0.00	0
50	0	0.00	0	0.00	0	0.00	0
51	0	0.00	0	0.00	0	0.00	0
GRAND TOTAL	521	76.62	148	21.76	11	1.62	680

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